ERIC Document Resume	See Instruction Sheet	DATE OF RESUME 6/1/65	DATE RECEIVED

A. PUBLICATION DATA

1. ERIC NUMBER	2. ORIGINATOR CONTROL NO(S).	3. IDENTIFICATION NO.	DO NOT WRITE IN SPACE BELOW
ED000263	8088	OE-53015-62	

4. AUTHOR(S):
Bokelman, W. Robert and D'Amico, Louis A.

5. TITLE OF DOCUMENT ABSTRACTED:
Higher Education Salaries, 1961-62

6. PUBLICATION TITLE:
N.A.

7. EDITOR(S):
N.A.

8. PLACE OF ORIGIN
ORG. Office of Education. Dept. of H[illegible]
ST. Washington, D.C.
CITY, STATE

9. PUBLISHER OR SOURCE
U.S. Govt. Printing Office

10. VOL.	11. PAGES	12. MO./YR.	13. TOTAL PP.
N.A.	N.A.	62	63

TELE. EXT.
INST/LOC CODE

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TYPE OF REPORT
PROPOSAL ☐
IN-PROGRESS ☐
FINAL ☒
FOLLOW-UP ☐

OTHER ERIC REFERENCES:

ERIC SATELLITE CODE

B. INDEXING DATA

14. SUBJECT AREA

15. TYPE OF ENDEAVOR
Survey

16. INDEXING TERMS (6-12)

Office of Edu.	salaries			
surveys	teachers			
higher edu.	personnel			

17. ABSTRACT (MAX. 250 WORDS)

Presents annual data on higher education salaries for the fifth consecutive year as reported to the higher education planning and management survey conducted by the Office of Education. Data for the 4 preceding years were published annually in conjunction with comparative data on higher education basic student charges under the title *Higher Education Planning and Management Data.*

NOT AVAILABLE FROM ERIC: CONTACT PUBLISHER

ERIC No.

18. SOURCE OF ABSTRACT
Reporter No. 6

C. FUNDING DATA

19. SUPPORTING ORGANIZATION	20. DIVISION OR DEPT.	21. CONTRACT NO. / PROJECT NO.
	22. TOTAL COST OF PROJECT	
	23. DURATION OR PROJECT	U.S. Department of Health, Education, and Welfare Office of Education

ERIC Form 1

P-C-9

8088

OE-53015-62

Higher Education

SALARIES

1961-62

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Highlights

Responses: Data were received from 1,486 colleges and universities, or 76 percent of the institutions queried. Data for selected items were also obtained from a random sample of the nonrespondents and were combined with the unadjusted data to provide information representative of higher education institutions throughout the Nation.

Salaries: The average faculty salary for 9-10-month service for the four faculty ranks combined in 4-year undergraduate colleges is $7,680, with an average of $7,920 in public institutions and $7,290 in private institutions. The same averages for 2-year institutions are: overall, $6,840; public, $7,210; and private, $5,180. Averages for all 4-year and 2-year institutions combined are: overall, $7,580; public, $7,810; and private, $7,170.

Mean 11-12-month salaries for 24 administrative positions in 4-year institutions range from $290 to $2,980 higher for public institutions than for private institutions.

Trends: Although the responses are not necessarily from the same institutions, a comparison of the 1961-62 data (1,486 institutions) with the 1960-61 data (1,458 institutions) reveals: Average salaries of faculty in undergraduate institutions increased by 4.7 percent for all institutions; by 4.8 percent for 4-year institutions; and by 3.3 percent for 2-year institutions.

OE-53015-62
Circular 683

Higher Education

SALARIES

1961-62

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U.S. DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE • Abraham Ribicoff, *Secretary*

Office of Education • Sterling M. McMurrin, *Commissioner*

U.S. GOVERNMENT PRINTING OFFICE

WASHINGTON : 1962

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington 25, D.C. - Price 40 cents

Foreword

This is the fifth year the Office of Education has collected and disseminated comparative information on higher education salaries, tuition and fees, and board and room charges. The first year's publication was developed in response to a request from the National Federation of College and University Business Officers Associations for data useful in budget-making and other planning activities.

Formerly the report was presented as "Higher Education Planning and Management Data." This year it has been divided into two parts. The present publication is concerned with higher education salaries only; a subsequent publication will carry information on tuition and fees and board and room.

The responsibility for planning and conducting this report belongs to Dr. W. Robert Bokelman, Chief, Business Administration Section, and Dr. Louis A. D'Amico, Specialist, Business Administration Section. Research and copy preparation were performed by Estelle B. Aubrey, Dana S. Brisbois, Anna Jane Holbrook, Alice R. Pool, Maenylie M. Reed, Ann M. Shimkin, Lucille L. Wellman, and Linda L. Wright.

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College and University
Administration Branch

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Acting Assistant Commissioner
for Higher Education

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Chapter 1

Collection and Analysis of Salary Data

Salaries paid to academic and administrative personnel by colleges and universities are a matter of concern to administrative officials responsible for determining salary rates, as well as to individuals employed by institutions of higher education. The increasing need for qualified personnel at the instructional and administrative levels makes it mandatory that officials keep abreast of developments in this area. The purpose of this report is to provide normative national data with regard to higher education salaries so that college and university officials responsible for planning and management programs of institutions can keep informed.

For the current study, questionnaire forms (see appendix B) designed to obtain information on higher education salaries (as well as tuition and fees and room and board rates) were mailed in July 1961 to all institutions listed in Education Directory 1960-61, Part 3: Higher Education. Prior to machine tabulations of returns, every effort was made to verify the authenticity of the data. Data appearing in error were checked with the institution's 1960-61 data and its catalog, and in many cases additional information was obtained from the institution. Of the 1,964 publicly and privately controlled institutions requested to complete schedules, 1,486, or 76 percent, responded. Appendix A presents the response rate by type of institution.

To secure an indication of the reliability of the data, an abbreviated questionnaire (appendix C) was sent to 105 nonrespondents, selected on a random basis; and over 92 percent (97 out of 105) of this group responded. Data from the nonresponse group were inflated (to represent this group) and combined with those of the original respondents. An analysis shows that the average salaries from the nonrespondent group were, with a few exceptions, generally close to the average salaries from the original respondent group. The data from the respondents to the original questionnaire are presented in tables 1-18 without adjustment. For main categories, however, improved estimates are shown in the columns headed "Adjusted" data in tables 19 and 20. Because there is a high correlation between institutional size and salaries, and because the respondent group had better representation of the larger-sized institutions than did the nonrespondent group, it could be expected that the unadjusted salaries of administrators and faculty members would be somewhat higher than the adjusted salaries. In addition, both the adjusted and unadjusted salaries are subject to the biasing effect of item nonresponse, especially in salaries for presidents (see appendix table A). The methodology used in the selection of a random sample and in data adjustment is given in detail in chapter 5.

Presentation of Data

Faculty salaries are reported in this study by rank, as well as for the four faculty ranks combined, for 4-year colleges and universities and for professional schools. Salaries for junior college faculty are reported only for all faculty combined. The salaries for academic deans and administrative positions are also presented. Salary data are analyzed by four basic classifications--control (public or private), region,[1/] type, and enrollment--with separate tables for faculty on 9-10- and on 11-12-month schedules, "A" and "B" parts, respectively, of each table. For each of the faculty ranks and administrative positions

1/ Regional divisions are as follows: North Atlantic: Connecticut, Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont; Great Lakes and Plains: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin; Southeast: Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia; and West and Southwest: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oklahoma, Oregon, Texas, Utah, Washington, Wyoming. (Alaska and Hawaii are not included in this study.)

the maximum, third quartile, median, first quartile, minimum, and mean salary figures have been computed. In each instance, the mean represents the sum of the salaries of personnel divided by the respective number of individuals. Maximum and minimum mean salaries portray the weighted averages of personnel in institutions having the highest and lowest means in the various categories. Upper quartile, median, and lower quartile mean salaries are based on weighted means of the number of personnel in a given category falling at the 75th, 50th, and 25th centile points. For convenience, after computations, salary data were rounded to the nearest $10 figure.

Types of Institutions

For purposes of statistical analysis, institutions of higher education are classified into nine major curricular-organizational types within two groups according to the length of programs: (1) institutions whose programs involve at least 4 years of work beyond high school (universities, liberal arts colleges, independently organized teachers colleges, independently organized technological schools, independently organized theological and religious schools, and other independently organized professional schools); and (2) those having programs of less than 4 years (junior colleges, engineering-related technical institutes, and nonengineering-related semiprofessional institutes).

Universities are institutions which stress graduate instruction and research, confer advanced degrees in a variety of liberal arts fields, and have at least two professional schools not exclusively technological.

Liberal arts colleges are institutions in which the principal emphasis is placed on a program of general undergraduate education.

Teachers colleges are independently organized institutions of at least 4 years which are devoted primarily to teacher training, although their programs may somewhat resemble those of liberal arts colleges or the undergraduate teacher-training curriculums of universities.

Independently organized technological schools are 4-year institutions in which training is predominantly in technical and physical science disciplines, including institutions which emphasize graduate training and research. This category also includes engineering schools.

Theological and religious schools are independently organized professional schools offering programs wholly or principally in the areas of theology, religion, or religious education.

Other independently organized professional institutions are those institutions offering programs directed to one or more fields of specialization, such as medicine, law, or fine arts.

In this report the junior college category comprises all higher education institutions (including technical institutes and semiprofessional schools) offering at least 2 but less than 4 years of work beyond the 12th grade. For brevity this group is sometimes termed "2-year institutions."

Graduate and Professional Faculties

Tables 18A and 18B show salaries for deans and faculties of both separately organized professional schools and graduate and professional schools which are parts of universities or liberal arts colleges. Specialties represented in the data are: Dentistry, veterinary medicine, pharmacy, medicine (preclinical and clinical), law, and engineering. The various colleges included in the "other professional and graduate colleges" group are identified in chapter 4. Although data were received from certain other graduate and professional colleges, there were insufficient responses to justify reporting them separately.

Chapter 2

Salaries of Administrative Personnel

In publicly controlled institutions, 1961-62 mean salaries for presidents of higher education institutions ranged from $23,700 for universities to $12,450 for junior colleges; and, in privately controlled institutions, from $28,510 for universities to $10,010 for junior colleges. Mean salaries for chief business officers ranged from $15,950 for universities to $8,320 for junior colleges, in public institutions; and from $17,350 for universities to $7,140 for junior colleges, in private institutions. Table 1 presents maximum, minimum, quartile, median, and mean salaries for 24 administrative positions in higher education, both by institutional type and control.

Table 2 presents salary data for the same 24 administrative positions for 4-year institutions only, again by control, but by size of enrollment instead of by type. Salary data for the eight most frequently listed administrative positions in 2-year institutions are shown in table 3 by control and by enrollment. A distinct correlation between mean salary and size of institution can be seen, even though there is an occasional deviation from this rule.

All tables represent personnel on 11-12-month schedules, since the number of administrative personnel employed on a 9-10-month basis is too small to warrant compilations.

The two lists below compare public and private mean salaries in 4-year colleges and universities for the 24 administrative positions, ranking the salaries in descending order. The number in parentheses indicates in each case the number of institutions reporting salaries for that position.

It will be seen that in all cases mean salaries for public institutions are higher than those for private institutions, ranging from $290 higher for the position of director of nonacademic personnel to $2,980 higher for the position of president. The same seven positions which received top salaries for the previous 3 years are receiving the top salaries for 1961-62.

Public		Private	
1. President (289)	$17,860	1. President (540)	$14,880
2. Academic vice president (130)	16,050	2. Academic vice president (148)	13,120
3. Director of institutional studies (48)	13,110	3. Director of planning (53)	11,380
4. Director of planning (62)	12,210	4. Director of institutional studies (33)	11,110
5. Director of development (50)	12,090	5. Director of development (344)	10,550
6. Chief business officer (282)	11,570	6. Chief business officer (581)	9,600
7. Administrative assistant to president (141)	11,410	7. Administrative assistant to president (187)	9,410
8. Chief student personnel officer (256)	11,270	8. Director of nonacademic personnel (64)	8,750
9. Director of student health (156)	10,360	9. Director of student health (123)	8,620
10. Director of library (242)	10,020	10. Chief student personnel officer (393)	8,310
11. Director of admissions (267)	9,980	11. Purchasing agent (153)	7,640
12. Director of public relations (171)	9,830	12. Director of public relations (388)	7,640
13. Dean of men (119)	9,280	13. Director of library (469)	7,330
14. Director of nonacademic personnel (79)	9,040	14. Chief accounting officer (344)	7,220
15. Alumni secretary (103)	8,960	15. Dean of men (87)	7,220
16. Dean of women (175)	8,770	16. Director of admissions (542)	7,180
17. Chief accounting officer (202)	8,750	17. Alumni secretary (329)	6,960
18. Director of student union (144)	8,430	18. Director of student union (92)	6,770
19. Superintendent of buildings and grounds (263)	8,420	19. Registrar (325)	6,670
20. Registrar (122)	8,410	20. Superintendent of buildings and grounds (512)	6,620
21. Purchasing agent (149)	8,050	21. Manager of residence halls (124)	6,550
22. Manager of residence halls (130)	7,980	22. Dean of women (187)	6,540
23. Director of food services (179)	7,520	23. Director of food services (260)	6,410
24. Bookstore manager (187)	6,450	24. Bookstore manager (309)	4,980

The mean salaries of the eight administrative positions reported most frequently by junior colleges and other 2-year institutions appear below. Although not as large as the mean salaries of corresponding positions in 4-year institutions, the mean salaries of the eight administrators in public junior colleges are higher than those of their counterparts in private colleges.

Public		Private	
1. President (204)	$12,430	1. President (110)	$11,110
2. Chief student personnel officer (88)	9,320	2. Chief business officer (85)	7,140
3. Chief business officer (104)	8,320	3. Chief student personnel officer (50)	6,390
4. Registrar or director of admissions (113)	8,020	4. Registrar or director of admissions (78)	6,320
5. Director of library (71)	7,310	5. Chief accounting officer (32)	5,570
6. Chief accounting officer (26)	6,070	6. Director of library (41)	5,400
7. Superintendent of buildings and grounds (75)	6,070	7. Superintendent of buildings and grounds (64)	4,910
8. Bookstore manager (45)	5,410	8. Bookstore manager (23)	3,810

It should be kept in mind that the above ranking of salaries is a composite of total salaries. It does not necessarily portray the ranking of salaries by institutional size categories or by institutional types. Much wider fluctuations would be revealed if salaries were ranked in this manner.

Table 1.--Salaries (11-12 months) for selected administrative positions in ALL HIGHER EDUCATION INSTITUTIONS, by type and control: Contiguous States, 1961-62

Position	Public						Private						
	Universities	Liberal arts	Teachers	Technological	Other prof.	Junior colleges	Universities	Liberal arts	Teachers	Technological	Theological	Other prof.	Junior colleges
President													
Positions reported	76	72	119	17	5	204	23	358	9	14	81	53	110
Maximum salary	$38,000	$30,000	$25,000	$22,970	$27,000	$26,150	$45,000	$35,000	$25,000	$35,000	$35,000	$35,000	$25,000
Third quartile salary	26,000	19,040	16,560	18,780	19,880	15,000	35,000	18,000	17,750	30,000	12,000	17,880	12,850
Median salary	22,500	16,000	14,500	14,990	14,500	11,660	25,000	14,000	12,000	25,000	9,400	15,000	10,000
First quartile salary	20,000	13,500	12,600	13,660	8,530	9,740	21,000	10,200	10,400	18,500	7,250	10,630	7,800
Minimum salary	13,000	9,700	8,580	9,500	7,200	6,000	18,000	4,500	6,770	10,920	4,200	3,890	3,000
Mean salary	23,700	16,780	15,080	16,010	16,840	12,450	28,510	14,500	14,490	25,050	10,230	15,100	10,010
Adm. Assistant to President													
Positions reported	57	31	44	7	2	43	26	114	3	9	15	20	29
Maximum salary	$22,000	$20,600	$17,660	$14,210		$16,250	$21,500	$22,500		$20,000	$10,250	$16,000	$15,000
Third quartile salary	15,490	11,680	11,730	10,190		12,330	17,180	10,710		14,900	7,750	9,500	10,440
Median salary	12,530	9,790	9,570	9,480	(1/)	10,470	12,000	8,000	(1/)	12,000	6,550	7,500	6,600
First quartile salary	10,360	8,490	7,550	8,140		10,530	8,650	6,750		9,780	5,350	4,850	6,000
Minimum salary	5,000	6,400	4,800	7,350		4,120	6,000	4,000		9,000	3,900	3,000	2,800
Mean salary	13,000	9,760	9,900	9,950		10,490	13,130	8,810		13,040	6,780	8,110	8,060
Academic Vice President													
Positions reported	64	28	33	5	0	36	26	85	4	8	16	9	20
Maximum salary	$30,000	$20,600	$17,760	$16,450		$19,200	$36,500	$20,000		$22,300	$18,500	$26,000	$20,000
Third quartile salary	21,000	16,450	14,840	14,630		14,000	22,750	13,500		19,000	9,600	12,000	12,000
Median salary	17,500	14,920	12,570	10,840		12,270	18,500	11,000	(1/)	18,000	7,750	11,500	9,100
First quartile salary	16,000	12,500	10,500	7,870		9,420	15,500	9,000		11,550	5,800	9,800	6,700
Minimum salary	10,500	7,320	9,800	7,170		6,300	10,000	6,000		10,200	3,230	6,450	3,600
Mean salary	18,670	14,480	12,910	12,180		11,950	20,270	11,630		17,130	8,630	12,610	10,070
Director of Institutional Studies													
Positions reported	28	4	13	3	0	14	7	17	0	4	3	4	5
Maximum salary	$20,600		$14,300			$15,720	$20,500	$15,000					$8,000
Third quartile salary	16,460		12,900			12,290	15,830	9,880					8,000
Median salary	15,000	(1/)	11,350	(1/)		9,000	13,500	8,550		(1/)	(1/)	(1/)	7,600
First quartile salary	10,240		9,250			8,520	10,880	7,350					4,140
Minimum salary	7,500		4,800			7,400	9,000	5,800					3,120
Mean salary	13,840		11,190			10,390	14,330	9,070					7,060
Dir. of Development (fund-raising)													
Positions reported	39	3	6	1	1	0	38	248	2	11	28	17	21
Maximum salary	$20,160		$17,250				$27,500	$30,700		$23,000	$13,000	$13,800	$14,200
Third quartile salary	15,000		10,300				19,600	11,000		17,460	10,000	10,000	9,750
Median salary	12,610	(1/)	8,400	(1/)	(1/)		12,500	9,450	(1/)	13,650	8,200	9,500	7,430
First quartile salary	9,840		5,830				9,730	7,950		11,750	5,600	7,130	6,350
Minimum salary	7,100		4,500				6,000	6,200		8,800	2,100	5,500	4,800
Mean salary	12,660		9,650				16,290	9,820		14,340	8,230	9,330	8,290
Director of Planning (physical plant)													
Positions reported	36	11	9	6	0	4	24	19	1	6	1	2	6
Maximum salary	$22,000	$14,920	$12,130	$14,920			$23,130	$16,000		$22,500			$10,000
Third quartile salary	14,500	14,610	10,450	11,400			15,000	9,700		16,000			8,850
Median salary	12,500	13,560	9,610	10,730		(1/)	13,000	7,290	(1/)	11,000	(1/)	(1/)	8,100
First quartile salary	10,180	11,680	7,250	8,680			11,300	5,930		9,550			6,700
Minimum salary	8,000	8,720	6,750	8,000			9,700	3,800		9,200			6,400
Mean salary	12,840	13,160	9,380	10,970			13,670	8,280		14,000			8,200
Director of Public Relations													
Positions reported	61	42	55	11	2	28	39	286	6	13	22	22	34
Maximum salary	$21,500	$16,250	$13,750	$11,300		$12,790	$25,000	$14,000	$10,000	$17,300	$10,000	$11,500	$9,100
Third quartile salary	13,500	9,000	10,530	8,130		8,080	14,810	8,100	7,650	12,380	6,510	6,300	7,250
Median salary	11,000	7,880	8,310	7,890	(1/)	6,800	10,500	6,800	7,000	10,170	5,800	6,000	6,100
First quartile salary	9,680	7,000	7,000	7,030		6,000	8,730	5,770	4,530	7,430	4,360	5,060	5,280
Minimum salary	6,500	5,270	3,000	6,000		5,000	6,000	1,500	4,360	5,900	3,600	4,320	2,400
Mean salary	12,090	8,330	8,790	8,080		7,420	11,960	7,130	7,110	10,920	6,120	6,290	6,290
Alumni Secretary													
Positions reported	61	17	20	4	1	2	38	249	3	11	10	18	24
Maximum salary	$17,400	$9,600	$11,280				$16,500	$15,500		$16,500	$12,000	$12,500	$7,000
Third quartile salary	12,000	7,500	8,800				11,550	7,500		11,000	7,630	6,750	5,600
Median salary	10,000	6,550	7,130	(1/)	(1/)	(1/)	9,500	6,160	(1/)	9,300	4,800	5,500	4,400
First quartile salary	8,200	5,430	5,500				8,300	5,200		6,530	4,290	4,250	3,120
Minimum salary	3,600	4,500	2,580				4,200	1,500		4,500	3,060	3,300	2,080
Mean salary	10,360	6,730	7,240				10,000	6,440		10,060	6,370	6,030	4,720

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 1.--Salaries (11-12 months) for selected administrative positions in ALL HIGHER EDUCATION INSTITUTIONS, by type and control: Contiguous States, 1961-62--continued

Position	Public						Private						
	Universities	Liberal arts	Teachers	Technological	Other prof.	Junior colleges	Universities	Liberal arts	Teachers	Technological	Theological	Other prof.	Junior colleges
Director of Non-academic Personnel													
Positions reported	51	15	7	4	2	4	25	21	1	7	6	4	1
Maximum salary	$17,500	$10,400	$9,900				$19,500	$10,300		$18,800	$7,900		
Third quartile salary	11,290	8,110	8,950				12,690	7,340		11,010	6,710		
Median salary	9,650	7,650	7,500	(1/)	(1/)	(1/)	10,400	6,450	(1/)	8,250	6,000	(1/)	(1/)
First quartile salary	8,100	6,900	5,900				8,780	5,000		6,500	5,200		
Minimum salary	5,600	4,800	4,620				6,200	3,000		5,580	4,800		
Mean salary	9,900	7,550	7,730				10,980	6,560		10,290	6,310		
Chief Business Officer													
Positions reported	78	72	110	17	5	104	41	384	11	16	69	60	85
Maximum salary	$29,500	$17,000	$17,400	$16,030	$14,000	$19,200	$37,000	$19,000	$17,400	$27,000	$16,800	$22,000	$15,000
Third quartile salary	17,650	11,870	10,810	12,580	11,940	9,740	20,380	11,000	9,020	19,000	8,350	10,000	8,480
Median salary	15,000	10,320	9,200	10,710	11,370	7,650	15,000	8,720	5,930	14,500	6,300	7,200	6,830
First quartile salary	13,000	8,800	8,050	7,590	5,900	6,080	12,730	7,000	4,800	10,080	4,900	5,800	5,500
Minimum salary	4,990	5,400	4,680	5,560	4,200	2,700	4,000	4,900	4,550	4,550	2,400	2,700	3,000
Mean salary	15,950	10,250	9,500	10,720	10,590	8,320	17,350	9,300	7,800	15,510	6,790	8,170	7,140
Chief Accounting Officer													
Positions reported	74	53	62	10	3	26	36	247	4	11	22	24	32
Maximum salary	$25,000	$10,750	$10,700	$11,900		$9,020	$23,000	$13,860		$18,600	$9,700	$17,000	$9,600
Third quartile salary	13,490	8,630	7,960	7,700		7,090	14,300	7,600		14,740	6,000	7,060	6,500
Median salary	10,560	6,710	6,430	7,400	(1/)	5,760	11,000	6,000	(1/)	10,650	5,070	6,090	5,500
First quartile salary	9,640	5,880	5,380	5,960		4,700	8,000	5,080		9,200	3,600	4,800	4,000
Minimum salary	4,200	3,600	4,000	4,800		2,700	5,500	3,200		6,000	2,100	3,900	2,600
Mean salary	11,590	7,350	6,780	7,560		6,070	12,230	6,470		12,430	5,180	6,990	5,580
Purchasing Agent													
Positions reported	70	38	30	8	3	10	40	83	2	10	3	15	11
Maximum salary	$16,060	$10,870	$10,800	$8,110		$12,350	$15,500	$13,000		$15,000		$21,000	$12,000
Third quartile salary	10,550	7,660	8,400	7,370		7,990	12,000	8,000		10,270		6,150	6,490
Median salary	9,170	7,000	6,300	6,520	(1/)	6,350	9,600	6,330	(1/)	8,500	(1/)	4,800	6,150
First quartile salary	7,560	6,100	5,180	6,400		5,300	7,600	5,700		6,850		4,200	4,650
Minimum salary	5,200	3,720	4,000	6,060		5,200	4,000	2,700		6,450		3,640	3,600
Mean salary	9,300	6,970	6,830	6,950		7,390	9,820	6,700		9,370		6,390	6,470
Supt. of Buildings and Grounds													
Positions reported	75	67	104	13	4	75	42	353	7	16	52	42	64
Maximum salary	$17,500	$11,050	$11,350	$10,330		$15,360	$21,500	$16,000	$7,800	$17,500	$7,800	$21,000	$10,300
Third quartile salary	12,390	8,730	7,770	9,280		7,470	12,230	7,200	7,130	10,680	5,700	6,620	5,700
Median salary	10,530	7,340	6,840	8,140	(1/)	5,400	9,700	6,000	5,790	10,000	4,800	5,600	4,590
First quartile salary	9,510	6,440	5,920	7,080		4,500	8,150	5,000	4,100	6,600	4,140	4,800	3,800
Minimum salary	6,500	3,600	3,900	6,380		2,880	5,000	2,500	3,900	4,170	2,400	3,300	2,080
Mean salary	11,060	7,700	7,010	8,310		6,070	10,480	6,340	5,990	9,780	4,880	6,140	4,910
Director of Student Union													
Positions reported	68	29	45	2	0	12	20	65	1	5	0	1	5
Maximum salary	$17,500	$17,900	$13,340			$13,870	$13,500	$22,000		$9,300			$7,500
Third quartile salary	11,500	8,270	7,450			7,520	9,200	7,150		8,000			5,490
Median salary	9,500	7,080	6,500	(1/)		6,800	8,500	5,880	(1/)	7,600		(1/)	3,850
First quartile salary	8,310	5,030	4,620			5,000	7,500	4,510		7,030			2,830
Minimum salary	4,990	2,790	1,200			3,800	5,000	1,500		7,000			2,700
Mean salary	10,190	7,310	6,490			6,870	8,850	6,090		7,900			4,740
Manager of Residence Halls													
Positions reported	62	20	40	6	2	4	27	69	2	11	7	8	11
Maximum salary	$15,300	$10,500	$11,410	$9,800			$17,000	$11,000		$12,500	$7,500	$9,500	$8,600
Third quartile salary	10,900	7,500	8,400	7,080			9,790	6,990		9,530	5,130	6,500	6,650
Median salary	9,600	6,060	6,000	6,720	(1/)	(1/)	8,080	5,090	(1/)	7,300	4,170	5,000	4,500
First quartile salary	8,000	5,000	3,900	6,060			7,080	4,200		5,780	3,300	4,000	2,990
Minimum salary	5,000	4,130	2,200	5,630			5,800	1,500		3,000	3,300	3,600	1,750
Mean salary	9,660	6,630	6,280	7,140			9,180	5,360		7,920	4,720	6,000	5,030
Director of Food Services													
Positions reported	56	49	64	8	2	17	26	198	4	6	17	9	27
Maximum salary	$13,800	$13,560	$10,500	$10,500		$9,000	$15,000	$14,700		$10,000	$6,800	$9,500	$8,200
Third quartile salary	10,400	8,310	7,200	6,670		6,320	11,750	7,390		9,450	4,780	6,350	5,550
Median salary	9,000	6,740	6,300	6,000	(1/)	3,600	9,000	5,980	(1/)	9,000	3,950	5,380	4,290
First quartile salary	7,900	5,700	5,630	4,800		3,010	8,000	4,630		7,480	2,790	4,560	3,590
Minimum salary	5,500	4,700	3,660	3,760		2,000	5,000	1,750		6,450	2,400	4,400	2,100
Mean salary	9,190	7,160	6,450	6,450		4,660	10,010	5,150		8,810	4,040	5,930	4,640

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 1.--Salaries (11-12 months) for selected administrative positions in ALL HIGHER EDUCATION INSTITUTIONS, by type and control: Contiguous States, 1961-62--continued

Position	Public						Private						
	Universities	Liberal arts	Teachers	Technological	Other prof.	Junior colleges	Universities	Liberal arts	Teachers	Technological	Theological	Other prof.	Junior colleges
Bookstore Manager													
Positions reported....	61	53	63	6	4	45	37	216	6	11	16	23	23
Maximum salary.....	$20,000	$11,400	$9,600	$10,700		$11,090	$15,000	$11,000	$7,800	$8,800	$5,600	$5,950	$5,760
Third quartile salary.	9,120	6,670	6,200	6,780		6,350	9,300	5,600	5,000	7,400	4,200	4,410	4,800
Median salary.....	8,200	5,400	5,100	6,060	(1/)	5,280	7,600	4,470	4,330	6,000	3,500	3,900	3,600
First quartile salary.	7,100	3,950	3,880	4,800		3,600	6,500	3,380	4,200	4,830	2,580	3,600	3,100
Minimum salary.....	6,410	2,100	1,500	4,000		2,100	6,500	1,500	4,000	3,780	2,080	3,000	2,100
Mean salary.....	8,490	5,600	5,160	6,500		5,410	8,070	4,620	4,990	6,030	3,660	4,110	3,810
Director of Library													
Positions reported....	75	65	86	12	0	71	42	305	6	13	56	47	41
Maximum salary.....	$21,700	$16,600	$14,160	$13,000		$14,400	$26,000	$13,800	$11,000	$18,000	$13,150	$9,150	$10,000
Third quartile salary.	14,550	10,390	9,700	10,340		8,600	15,000	8,200	8,500	11,000	7,200	6,650	6,600
Median salary.....	13,200	8,600	8,320	9,000		6,900	11,100	6,600	6,400	9,100	5,800	5,600	5,300
First quartile salary.	10,390	7,500	7,200	8,370		6,000	9,000	5,700	5,720	8,100	4,400	4,800	4,500
Minimum salary.....	8,250	5,500	5,010	6,060		3,300	6,000	3,400	4,800	5,000	2,000	3,000	2,080
Mean salary.....	12,640	9,010	8,680	9,540		7,240	12,270	7,020	7,190	9,670	6,030	5,780	5,400
Director of Admissions													
Positions reported....	76	69	105	13	4	113	44	371	9	17	50	51	78
Maximum salary.....	$21,000	$14,150	$13,900	$14,320		$15,720	$16,000	$16,000	$10,000	$18,000	$9,400	$13,000	$12,300
Third quartile salary.	12,600	10,720	10,200	11,650		9,270	12,800	8,200	8,000	10,400	6,410	7,700	7,500
Median salary.....	12,000	8,980	9,300	10,100	(1/)	7,950	10,300	7,130	7,500	10,000	5,100	6,000	6,210
First quartile salary.	10,090	7,500	8,100	9,300		6,650	9,000	6,000	6,400	8,000	4,600	4,800	4,800
Minimum salary.....	6,000	5,160	3,320	6,000		2,400	5,600	2,400	3,320	4,970	2,700	3,500	2,200
Mean salary.....	11,790	9,180	9,230	10,220		8,020	11,010	7,230	7,200	10,000	5,220	6,590	6,310
Registrar													
Positions reported....	39	30	45	6	2	19	38	241	7	12	5	22	29
Maximum salary.....	$16,700	$11,750	$11,380	$9,370		$12,440	$13,000	$10,200	$8,000	$13,000	$9,300	$9,500	$8,000
Third quartile salary.	10,800	8,500	9,410	8,530		9,940	10,000	7,140	7,800	9,800	5,100	6,600	6,720
Median salary.....	9,700	7,670	7,580	7,070	(1/)	8,010	8,600	6,100	6,170	9,000	4,300	6,100	6,000
First quartile salary.	8,460	6,670	5,110	7,010		5,500	7,500	5,300	5,700	7,200	3,900	5,400	5,100
Minimum salary.....	5,640	6,060	4,000	6,060		3,300	5,040	3,200	4,000	4,850	3,900	3,600	3,300
Mean salary.....	9,830	7,900	7,510	7,570		7,760	9,040	7,280	5,930	8,720	5,300	6,160	5,870
Director of Student Health													
Positions reported....	67	37	46	6	0	4	31	76	4	5	2	5	10
Maximum salary.....	$22,000	$15,290	$15,320	$15,290			$24,000	$19,900		$22,000		$8,700	$5,280
Third quartile salary.	15,350	13,270	7,300	13,280			18,000	8,600		13,800		7,400	4,680
Median salary.....	14,000	10,000	4,860	7,950		(1/)	14,000	5,480	(1/)	11,000	(1/)	5,000	4,200
First quartile salary.	12,000	5,150	4,240	7,880			10,000	4,200		7,940		5,000	2,840
Minimum salary.....	5,000	3,300	1,300	6,870			5,200	2,740		4,800		4,900	2,400
Mean salary.....	13,650	9,470	6,260	10,540			13,940	6,790		11,910		6,200	3,930
Chief Student Personnel Officer													
Positions reported....	76	69	99	10	2	88	41	280	8	15	33	16	50
Maximum salary.....	$23,500	$20,600	$15,840	$14,920		$18,000	$18,500	$18,000	$15,000	$18,000	$14,000	$13,600	$11,100
Third quartile salary.	13,960	13,520	11,800	12,000		11,130	14,000	9,000	8,230	14,000	6,380	8,000	7,660
Median salary.....	13,000	9,300	10,270	10,800	(1/)	8,800	11,600	8,000	7,200	12,000	5,420	6,840	6,340
First quartile salary.	11,570	7,800	8,800	9,880		7,600	9,500	6,500	6,500	10,000	4,700	5,810	5,300
Minimum salary.....	9,150	5,700	4,800	7,500		2,400	5,400	3,000	5,800	6,000	2,250	5,000	2,000
Mean salary.....	13,190	10,560	10,270	11,160		9,320	11,750	7,980	8,400	11,860	5,770	7,300	6,390
Dean of Men													
Positions reported....	46	37	35	0	1	21	22	70	1	4	1	3	2
Maximum salary.....	$17,000	$12,800	$13,440			$13,610	$16,000	$14,000					
Third quartile salary.	11,700	11,120	10,700			12,240	10,000	7,800					
Median salary.....	10,400	7,470	8,700		(1/)	9,390	9,000	6,600	(1/)	(1/)	(1/)	(1/)	(1/)
First quartile salary.	9,000	6,200	7,550			7,800	8,000	5,700					
Minimum salary.....	6,000	3,300	3,730			4,680	6,000	2,500					
Mean salary.....	10,410	8,260	8,830			9,670	9,300	6,840					
Dean of Women													
Positions reported....	63	44	65	2	1	26	26	142	1	2	13	3	10
Maximum salary.....	$14,500	$14,400	$13,200			$13,610	$15,000	$11,220			$7,500		$8,000
Third quartile salary.	10,980	10,400	9,070			10,260	10,000	7,440			4,400		6,800
Median salary.....	10,000	7,500	7,760	(1/)	(1/)	8,160	8,000	6,360	(1/)	(1/)	3,900	(1/)	5,400
First quartile salary.	8,630	6,400	6,900			7,000	7,200	5,400			3,600		2,400
Minimum salary.....	6,500	3,600	3,330			4,180	4,800	2,500			2,340		2,000
Mean salary.....	9,960	8,190	8,030			8,770	8,660	6,390			4,170		4,900

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 2.--Salaries (11-12 months) for selected administrative positions in 4-YEAR INSTITUTIONS, by control and enrollment size: Contiguous States, 1961-62

Position	Public						Private					
	Below 500	500-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000 and more	Below 500	500-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000 and more
President												
Positions reported	16	36	81	67	45	44	193	159	131	23	24	10
Maximum salary	$27,000	$19,040	$21,000	$25,000	$30,680	$38,000	$35,000	$30,000	$35,000	$35,300	$45,000	$45,000
Third quartile salary	14,800	14,400	16,160	18,630	24,000	30,000	14,000	16,230	20,000	25,000	30,000	37,500
Median salary	12,500	13,000	14,500	16,570	21,200	25,000	10,770	12,550	16,500	20,000	23,000	30,000
First quartile salary	9,600	10,950	12,650	14,580	18,500	22,000	8,500	9,750	13,200	15,440	21,000	25,000
Minimum salary	7,200	9,600	10,000	12,000	14,000	17,350	3,890	5,430	4,620	14,000	15,860	20,000
Mean salary	13,810	13,070	14,890	17,190	21,400	26,100	11,630	13,360	17,040	21,480	25,700	32,200
Adm. Assistant to President												
Positions reported	1	6	33	35	33	33	45	50	49	12	23	8
Maximum salary		$14,500	$14,920	$15,000	$18,000	$22,000	$16,000	$13,000	$20,000	$16,000	$22,500	$20,500
Third quartile salary		9,780	11,280	10,600	13,880	18,000	9,080	8,800	11,480	12,500	15,710	16,500
Median salary	(1/)	9,500	9,540	9,250	12,500	15,660	7,500	7,700	8,800	11,000	12,980	10,300
First quartile salary		8,310	7,620	8,190	10,000	11,500	5,780	6,510	7,530	8,700	8,860	8,500
Minimum salary		8,300	4,800	5,040	5,000	7,360	3,000	3,900	4,000	6,600	6,000	7,500
Mean salary		10,030	9,670	9,670	12,010	14,770	7,680	7,890	9,610	11,540	13,300	13,140
Academic Vice President												
Positions reported	2	3	22	28	35	40	29	30	47	12	19	11
Maximum salary			$15,670	$17,500	$22,000	$30,000	$26,000	$17,300	$20,000	$22,300	$30,000	$36,500
Third quartile salary			13,410	16,000	17,500	22,000	10,530	10,250	13,630	18,000	19,000	24,750
Median salary	(1/)	(1/)	11,490	13,920	16,500	19,000	8,600	9,200	11,550	15,000	18,000	22,000
First quartile salary			10,400	12,250	15,000	16,450	6,900	7,650	10,800	11,900	15,750	17,250
Minimum salary			9,500	7,320	13,500	13,520	3,230	5,800	7,500	10,350	10,000	15,000
Mean salary			11,960	13,870	16,710	20,090	9,720	9,380	12,380	15,900	18,460	23,180
Director of Institutional Studies												
Positions reported	2	2	7	5	13	19	9	6	5	3	6	6
Maximum salary			$13,200	$12,000	$18,000	$20,600	$15,000	$10,000	$12,000		$20,000	$20,500
Third quartile salary			11,290	11,290	15,080	17,500	8,880	8,800	10,750		13,250	16,150
Median salary	(1/)	(1/)	10,310	10,100	14,050	15,000	8,150	7,500	7,900	(1/)	9,500	14,000
First quartile salary			7,730	8,800	10,270	12,500	6,130	5,900	6,700		9,040	11,000
Minimum salary			4,800	8,400	7,500	7,800	5,480	5,800	6,500		8,580	9,000
Mean salary			10,050	10,450	13,280	15,300	8,450	7,820	9,160		12,350	14,800
Dir. of Development (fund-raising)												
Positions reported	0	1	3	8	19	19	68	101	113	24	22	16
Maximum salary				$18,000	$17,250	$20,160	$17,000	$19,000	$30,700	$21,500	$27,500	$27,000
Third quartile salary				12,500	13,250	16,000	10,000	10,500	11,690	15,000	17,370	21,500
Median salary		(1/)	(1/)	10,500	11,150	13,860	8,500	8,730	10,000	12,800	15,000	17,500
First quartile salary				8,000	9,090	11,000	6,600	7,070	8,500	10,000	11,500	13,800
Minimum salary				6,000	7,500	7,100	2,100	2,400	5,600	6,900	6,000	9,000
Mean salary				10,840	12,000	13,550	8,600	9,180	10,430	13,050	15,300	18,110
Director of Planning (physical plant)												
Positions reported	4	1	6	10	16	25	5	5	11	6	15	11
Maximum salary			$14,920	$14,000	$14,300	$22,000	$8,250	$9,600	$16,000	$15,800	$22,500	$23,130
Third quartile salary			12,130	10,670	12,150	15,200	6,010	7,060	12,840	12,000	14,860	15,000
Median salary	(1/)	(1/)	8,720	9,900	10,730	14,000	4,750	6,000	8,350	11,500	11,150	14,000
First quartile salary			7,370	9,050	9,900	12,500	3,980	5,000	6,600	9,630	10,000	12,950
Minimum salary			6,750	8,000	8,900	8,640	3,800	5,000	5,700	9,250	9,700	11,500
Mean salary			10,440	10,230	11,350	14,200	5,580	6,740	9,980	11,740	13,090	14,990
Director of Public Relations												
Positions reported	5	14	41	41	37	33	73	109	135	25	31	15
Maximum salary	$9,000	$9,500	$13,200	$12,900	$16,100	$21,500	$11,000	$11,200	$15,000	$13,000	$25,000	$25,000
Third quartile salary	8,420	7,200	8,480	11,300	11,940	16,250	7,200	7,500	8,480	9,770	13,880	14,690
Median salary	7,600	6,400	8,040	9,020	10,400	13,000	6,000	6,380	7,040	8,100	10,550	11,750
First quartile salary	6,750	5,840	7,000	7,800	8,850	10,250	4,800	5,500	6,000	6,550	7,900	9,600
Minimum salary	6,000	4,000	5,160	5,800	3,000	7,600	1,500	3,300	4,200	5,500	6,000	5,000
Mean salary	7,590	6,770	8,210	9,360	10,360	13,460	6,220	6,660	7,560	8,560	11,410	12,970
Alumni Secretary												
Positions reported	?	3	9	31	32	27	47	88	126	23	28	17
Maximum salary			$8,530	$12,900	$16,200	$17,400	$12,500	$12,000	$16,500	$13,000	$16,000	$16,500
Third quartile salary			7,170	8,960	10,600	14,200	6,010	6,900	8,050	10,440	10,000	11,050
Median salary	(1/)	(1/)	6,200	7,170	8,530	12,000	4,850	6,000	6,600	8,210	8,500	9,250
First quartile salary			5,350	6,460	7,320	10,000	4,000	5,000	5,500	6,730	7,350	8,530
Minimum salary			5,020	3,440	2,580	6,700	1,500	2,200	3,000	5,000	5,200	4,000
Mean salary			6,510	7,620	8,920	11,900	5,300	5,990	7,080	8,620	9,090	10,000

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 2.--Salaries (11-12 months) for selected administrative positions in 4-YEAR INSTITUTIONS, by control and enrollment size: Contiguous States, 1961-62--continued

Position	Public						Private					
	Below 500	500-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000 and more	Below 500	500-999	1,000-2,499	2,500-4,999	5,000-9,999	10,000 and more
Director of Non-academic Personnel												
Positions reported	2	1	6	7	26	37	8	9	13	6	16	12
Maximum salary			$9,500	$10,500	$11,990	$17,500	$9,670	$10,300	$14,500	$10,300	$18,800	$19,500
Third quartile salary			7,700	8,100	9,900	11,500	7,030	6,580	8,000	9,670	10,500	13,250
Median salary	(1/)	(1/)	7,570	7,430	8,110	9,600	6,500	6,160	6,550	8,330	8,200	12,000
First quartile salary			5,650	6,870	6,830	8,200	6,000	4,580	5,100	5,700	7,000	9,000
Minimum salary			4,620	6,500	4,800	6,000	5,600	3,000	4,700	5,000	5,900	6,700
Mean salary			7,300	7,890	8,380	10,190	7,100	6,210	7,380	8,230	9,500	12,510
Chief Business Officer												
Positions reported	15	34	78	66	45	44	186	167	152	28	32	16
Maximum salary	$22,000	$12,000	$13,260	$17,000	$21,750	$29,500	$22,000	$18,000	$27,000	$20,000	$37,000	$31,000
Third quartile salary	10,860	9,330	10,570	12,790	15,000	21,000	8,300	10,000	13,000	14,900	18,000	24,500
Median salary	6,320	8,500	9,100	10,800	13,220	16,000	6,600	8,400	10,080	12,000	15,000	17,500
First quartile salary	5,370	7,580	8,170	9,550	12,520	14,000	5,200	6,600	8,000	10,500	13,000	12,700
Minimum salary	4,200	4,680	5,170	6,000	9,000	9,500	2,400	3,900	4,500	6,300	7,500	10,700
Mean salary	7,820	8,570	9,310	11,170	13,780	17,500	7,130	8,570	10,800	12,670	16,060	19,210
Chief Accounting Officer												
Positions reported	6	15	49	46	42	44	69	100	109	24	28	14
Maximum salary	$17,000	$7,200	$10,440	$12,360	$17,400	$25,000	$17,000	$10,500	$18,600	$15,150	$23,000	$22,910
Third quartile salary	7,200	6,030	7,440	9,070	10,560	14,500	6,000	6,800	8,580	9,800	12,500	17,000
Median salary	6,360	5,270	6,150	8,000	9,900	11,770	4,800	5,700	6,780	8,390	10,000	14,000
First quartile salary	5,970	4,800	5,370	6,470	8,060	9,920	3,900	5,000	5,630	6,300	7,800	10,000
Minimum salary	4,800	3,600	4,000	4,980	4,200	5,810	2,100	3,300	3,900	5,000	5,700	7,000
Mean salary	6,520	5,430	6,450	8,050	9,760	12,530	5,420	5,900	7,380	8,730	10,740	14,570
Purchasing Agent												
Positions reported	3	3	26	38	37	42	21	23	49	21	25	14
Maximum salary			$10,870	$10,800	$11,800	$14,200	$21,000	$9,600	$15,000	$13,000	$15,500	$15,500
Third quartile salary			7,200	8,210	8,870	11,300	5,700	7,080	7,900	9,450	10,150	12,380
Median salary	(1/)	(1/)	6,060	6,800	7,900	9,660	4,700	5,610	6,500	7,900	8,650	11,500
First quartile salary			4,700	6,160	6,990	8,440	4,170	4,500	5,990	6,700	7,930	8,850
Minimum salary			4,000	3,720	5,200	6,170	2,700	2,900	3,640	3,800	6,500	7,220
Mean salary			6,300	7,290	8,040	10,060	5,950	5,760	7,050	8,300	9,380	11,210
Supt. of Buildings and Grounds												
Positions reported	10	28	77	65	42	41	151	155	131	28	31	16
Maximum salary	$11,500	$8,700	$10,440	$12,120	$14,800	$17,500	$21,000	$11,500	$17,500	$14,300	$16,000	$21,500
Third quartile salary	7,730	6,400	7,570	9,600	10,340	13,500	5,930	7,000	8,000	10,000	11,030	13,000
Median salary	5,400	6,000	7,000	8,000	10,000	10,940	4,800	5,710	6,800	7,740	9,550	9,800
First quartile salary	5,350	5,000	6,050	6,920	8,370	10,340	4,190	4,800	5,600	6,300	7,900	9,000
Minimum salary	4,910	3,600	4,300	4,470	6,300	6,500	2,400	3,000	3,900	5,400	5,000	5,980
Mean salary	6,500	5,900	7,010	8,300	9,900	11,910	5,260	5,970	7,190	8,380	9,940	11,460
Director of Student Union												
Positions reported	0	10	29	37	33	34	3	18	40	13	10	8
Maximum salary		$6,300	$9,880	$11,500	$14,500	$17,900		$8,000	$12,500	$12,000	$22,000	$13,500
Third quartile salary		4,440	7,190	8,450	10,650	14,720		6,350	7,200	8,680	8,330	10,500
Median salary		4,000	6,550	7,260	9,000	11,000	(1/)	5,500	6,300	7,280	7,800	9,200
First quartile salary		3,110	4,800	6,290	7,660	9,000		4,010	4,800	5,500	6,900	9,000
Minimum salary		1,200	3,800	3,720	4,990	7,500		2,220	3,000	3,700	5,000	7,500
Mean salary		4,000	6,470	7,190	9,280	11,810		5,590	6,230	7,480	8,930	9,990
Manager of Residence Halls												
Positions reported	1	9	20	29	34	37	20	24	39	11	17	13
Maximum salary		$11,410	$7,500	$10,620	$15,300	$14,600	$8,300	$7,500	$11,000	$11,220	$12,500	$17,000
Third quartile salary		7,590	6,000	9,060	9,680	11,000	5,500	5,300	7,700	8,750	8,000	12,640
Median salary	(1/)	5,810	5,400	6,550	8,300	10,200	3,800	4,620	6,540	7,350	7,200	9,150
First quartile salary		4,210	3,900	4,850	7,390	8,530	3,300	4,000	5,000	5,750	6,440	7,140
Minimum salary		3,660	2,200	2,530	5,160	6,060	1,500	2,400	3,200	3,900	3,420	5,800
Mean salary		6,450	5,200	6,900	8,670	10,150	4,530	4,740	6,680	7,560	7,580	10,310
Director of Food Services												
Positions reported	8	24	44	38	33	32	57	80	81	17	16	9
Maximum salary	$9,500	7,920	$8,670	$10,800	$12,300	$13,800	$9,500	$9,600	$14,700	$10,000	$15,000	$14,750
Third quartile salary	4,800	6,140	7,180	8,430	9,850	10,910	5,450	6,600	8,080	9,050	11,000	12,250
Median salary	4,500	5,580	6,390	7,200	8,600	9,900	4,200	5,460	6,800	8,150	8,000	10,900
First quartile salary	3,960	4,800	5,710	6,220	7,430	8,560	3,430	4,500	5,400	6,860	7,300	9,030
Minimum salary	3,700	3,660	4,380	4,730	4,700	7,000	1,750	2,400	3,120	4,800	5,000	8,500
Mean salary	5,540	5,520	6,500	7,400	8,560	9,960	4,560	5,660	7,020	7,970	9,240	11,250

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 2.--Salaries (11-12 months) for selected administrative positions in 4-YEAR INSTITUTIONS, by control and enrollment size: Contiguous States, 1961-62--continued

Position	Public						Private					
	Below 500	500-999	1,000-2,499	2,500-4,999	5,000-9,000	10,000 and more	Below 500	500-999	1,000-2,499	2,500-4,999	5,000 9,000	10,000 and more
Bookstore Manager												
Positions reported	3	15	48	54	36	31	47	87	107	28	26	14
Maximum salary		$5,610	$8,000	$11,200	$13,000	$20,000	$5,700	$7,480	$11,000	$9,000	$11,000	$15,000
Third quartile salary		4,550	5,430	7,100	9,000	9,700	3,930	5,000	6,000	6,800	8,450	9,900
Median salary	(1/)	3,740	4,300	6,180	7,800	9,000	3,580	3,760	4,790	5,750	7,100	9,000
First quartile salary		2,930	3,700	4,990	6,660	7,680	2,790	3,000	3,980	4,600	5,930	6,650
Minimum salary		1,500	2,100	3,160	3,720	5,620	1,500	2,000	2,600	3,480	3,750	4,440
Mean salary		3,820	4,620	6,320	7,860	9,420	3,510	4,040	5,010	5,980	7,380	9,010
Director of Library												
Positions reported	10	28	62	57	44	41	139	126	129	26	32	15
Maximum salary	$9,850	$10,340	$11,440	$14,160	$16,000	$21,700	$13,150	$11,500	$13,800	$13,000	$18,500	$26,000
Third quartile salary	8,920	7,860	9,260	10,500	12,400	15,500	6,600	7,000	8,980	10,510	12,500	16,250
Median salary	7,000	7,130	8,250	9,580	11,200	13,000	5,500	6,000	7,530	9,000	9,500	13,500
First quartile salary	6,060	6,000	7,360	8,460	9,870	12,000	4,500	5,500	6,310	8,050	8,500	11,080
Minimum salary	5,000	5,520	5,500	6,430	7,510	9,850	2,000	3,700	4,100	6,800	7,000	9,000
Mean salary	7,420	7,200	8,290	9,760	11,450	14,030	5,810	6,420	7,750	9,340	10,870	14,450
Director of Admissions												
Positions reported	11	29	74	66	45	42	153	157	156	28	31	17
Maximum salary	$10,590	$13,000	$14,150	$14,320	$14,600	$21,000	$11,500	$12,500	$16,000	$15,000	$18,000	$16,000
Third quartile salary	10,000	8,490	9,940	10,780	11,970	13,500	6,980	7,680	9,250	10,300	11,200	13,600
Median salary	6,340	7,950	9,000	9,880	11,200	12,150	5,680	6,890	7,700	8,000	10,000	11,150
First quartile salary	6,000	6,530	7,680	8,890	10,010	11,400	4,800	5,700	6,500	7,500	8,980	9,100
Minimum salary	4,460	3,320	5,160	6,000	6,000	9,500	2,600	2,400	4,370	7,300	7,300	5,600
Mean salary	7,500	7,760	8,950	9,850	11,110	12,950	5,940	6,810	8,100	8,950	10,520	11,590
Registrar												
Positions reported	4	2	33	33	25	25	47	98	117	21	27	15
Maximum salary			$11,700	$11,380	$11,750	$16,700	$9,300	$9,500	$10,200	$12,500	$13,000	$13,000
Third quartile salary			7,880	9,380	10,240	11,800	6,220	6,350	7,970	8,780	9,580	12,190
Median salary	(1/)	(1/)	6,670	8,520	8,650	10,100	5,570	5,600	6,700	7,050	8,500	8,380
First quartile salary			5,000	6,880	7,550	8,110	5,090	4,900	5,760	6,630	7,640	6,980
Minimum salary			4,000	4,320	6,400	6,800	3,200	3,300	4,300	5,400	5,040	5,700
Mean salary			6,960	8,230	8,880	10,350	5,610	5,720	6,860	7,840	8,750	9,430
Director of Student Health												
Positions reported	1	17	29	33	39	37	13	25	43	8	20	14
Maximum salary		$7,300	$14,560	$15,320	$16,000	$22,000	$6,500	$12,000	$19,900	$15,000	$22,000	$24,000
Third quartile salary		4,600	7,990	12,000	14,040	17,000	5,000	4,740	9,310	13,500	15,000	19,500
Median salary	(1/)	4,240	5,700	8,400	12,630	15,290	4,450	4,250	6,500	10,250	11,500	17,000
First quartile salary		3,700	4,770	5,230	10,000	14,510	3,020	3,780	4,730	7,940	7,500	9,550
Minimum salary		3,000	3,510	2,640	2,700	12,320	2,600	3,000	3,300	7,400	5,200	5,700
Mean salary		4,440	6,800	8,860	12,000	15,720	4,250	5,000	7,570	11,260	12,110	15,830
Chief Student Personnel Officer												
Positions reported	7	24	71	66	46	42	81	115	124	27	30	16
Maximum salary	$12,330	$14,090	$14,920	$16,000	$19,000	$23,500	$14,000	$13,600	$18,000	$17,400	$18,500	$18,500
Third quartile salary	12,280	8,800	11,080	12,000	13,900	15,750	7,400	8,460	9,900	11,320	12,850	14,000
Median salary	8,360	7,800	9,930	10,890	13,000	13,760	5,950	7,250	8,500	10,000	11,200	12,000
First quartile salary	5,700	7,000	8,470	9,680	11,290	12,900	4,840	6,280	7,500	7,950	9,400	9,000
Minimum salary	4,800	6,000	6,900	6,900	8,400	11,220	2,250	3,700	6,000	6,000	5,400	8,000
Mean salary	8,540	8,270	9,900	10,900	12,700	14,770	6,210	7,420	8,810	10,170	11,440	12,540
Dean of Men												
Positions reported	1	8	29	29	25	27	1	19	45	14	14	8
Maximum salary		$7,550	$12,400	$11,500	$13,440	$17,000		$8,650	$10,780	$14,000	$16,000	$10,800
Third quartile salary		6,430	9,450	10,550	11,690	12,600		6,460	7,800	9,060	9,490	9,000
Median salary	(1/)	5,600	7,970	9,090	10,100	11,500	(1/)	5,540	6,950	7,700	8,100	9,000
First quartile salary		5,000	6,130	7,080	8,530	9,500		5,070	5,800	6,250	7,750	8,200
Minimum salary		3,730	4,800	5,760	6,120	7,500		2,500	4,260	5,700	6,300	6,000
Mean salary		5,830	8,170	8,900	10,060	11,390		5,770	6,920	8,160	9,230	8,940
Dean of Women												
Positions reported	2	14	42	48	35	33	24	48	73	13	19	10
Maximum salary		$8,460	$11,690	$14,400	$13,200	$14,500	$6,450	$8,700	$11,220	$11,000	$15,000	$11,000
Third quartile salary		7,200	8,050	9,840	10,340	11,800	5,000	6,750	7,830	8,880	8,130	10,000
Median salary	(1/)	6,580	7,200	8,400	9,700	10,840	4,000	6,000	6,800	7,250	7,400	9,000
First quartile salary		5,040	6,550	7,250	8,300	9,630	3,600	4,410	5,810	6,530	6,880	8,000
Minimum salary		3,330	4,500	4,660	6,500	8,100	2,340	3,430	3,240	5,000	6,200	6,400
Mean salary		6,380	7,390	8,620	9,650	10,910	4,290	5,750	6,820	7,800	8,120	9,070

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 3.--Salaries (11-12 months) for selected administrative positions in JUNIOR COLLEGES, by control and enrollment size: Contiguous States, 1961-62

Position	Public				Private		
	Below 500	500-999	1,000-2,499	2,500- and more	Below 500	500-999	1,000-2,499
President							
Positions reported	98	43	38	25	82	19	9
Maximum salary	$20,600	$26,150	$23,000	$22,500	$20,000	$22,000	$25,000
Third quartile salary	11,600	14,000	15,300	18,360	11,440	17,000	23,650
Median salary	9,820	12,000	13,800	16,600	9,000	12,000	16,200
First quartile salary	8,200	10,500	12,180	15,000	7,300	10,000	11,000
Minimum salary	6,000	7,500	9,200	12,600	3,000	6,720	10,000
Mean salary	10,420	12,540	14,590	16,820	9,820	13,240	17,120
Chief Business Officer							
Positions reported	39	26	24	15	61	15	9
Maximum salary	$16,340	$11,200	$13,500	$19,200	$10,000	$15,000	$12,500
Third quartile salary	8,000	8,500	11,250	14,570	7,400	10,200	10,500
Median salary	6,300	7,100	8,450	12,340	6,500	8,900	8,400
First quartile salary	5,400	6,500	7,200	10,800	5,200	6,900	7,000
Minimum salary	2,700	4,620	6,000	5,870	3,000	5,500	5,480
Mean salary	6,730	7,440	9,250	12,520	6,430	9,010	8,850
Chief Accounting Officer							
Positions reported	6	5	10	5	21	7	4
Maximum salary	$6,300	$7,000	$8,200	$9,020	$7,500	$9,600	
Third quartile salary	5,400	5,760	7,100	8,600	5,600	8,400	
Median salary	4,800	4,700	6,560	8,400	5,410	6,400	(1/)
First quartile salary	4,600	4,100	5,510	7,120	3,900	6,290	
Minimum salary	4,500	4,500	3,800	6,660	2,600	2,600	
Mean salary	5,130	4,850	6,310	7,960	4,960	6,710	
Supt. of Buildings and Grounds							
Positions reported	28	17	18	12	48	9	7
Maximum salary	$9,000	$9,180	$10,970	$15,360	$10,000	$7,760	$10,300
Third quartile salary	5,350	6,330	9,000	8,410	5,000	6,500	8,600
Median salary	4,700	5,400	7,200	6,750	4,200	5,300	6,600
First quartile salary	4,000	4,500	5,200	6,150	3,300	4,800	6,120
Minimum salary	3,000	2,880	4,200	4,900	2,080	4,000	6,120
Mean salary	4,860	5,550	7,230	7,890	4,440	5,670	7,130
Bookstore Manager							
Positions reported	4	10	17	14	13	6	4
Maximum salary		$5,800	$8,710	$11,900	$5,700	$5,760	
Third quartile salary		5,000	6,440	8,000	4,360	5,300	
Median salary	(1/)	3,700	5,000	6,550	3,370	3,880	(1/)
First quartile salary		3,300	3,000	6,000	3,000	3,300	
Minimum salary		2,950	2,100	4,280	2,100	3,000	
Mean salary		4,190	5,190	7,060	3,660	4,300	
Director of Library							
Positions reported	21	21	16	13	26	8	7
Maximum salary	$9,130	$8,600	$10,400	$14,400	$10,000	$7,000	$8,000
Third quartile salary	6,800	8,000	9,000	10,090	5,400	6,600	7,000
Median salary	6,020	6,600	7,600	9,810	5,000	6,000	6,200
First quartile salary	5,250	6,000	6,400	8,980	4,000	4,720	5,000
Minimum salary	3,300	3,900	5,500	5,070	2,080	4,200	4,800
Mean salary	5,990	6,600	7,850	9,930	5,000	5,980	6,230
Registrar or Director of Admissions							
Positions reported	36	27	27	23	54	17	7
Maximum salary	$9,600	$10,100	$12,500	$15,720	$12,300	$10,500	$10,900
Third quartile salary	7,150	8,800	10,040	12,700	7,500	8,300	8,200
Median salary	6,650	8,000	8,450	10,510	5,500	6,600	7,200
First quartile salary	5,140	7,200	6,890	8,800	4,500	6,000	6,930
Minimum salary	2,400	3,290	3,480	6,500	2,220	4,380	5,920
Mean salary	6,290	7,710	8,360	10,700	5,930	6,960	7,740
Chief Student Personnel Officer							
Positions reported	23	20	25	20	37	9	4
Maximum salary	$11,500	$11,690	$12,880	$18,000	$9,600	$10,000	
Third quartile salary	8,560	9,000	11,130	14,000	7,430	8,900	
Median salary	7,600	7,770	9,330	12,080	5,800	6,900	(1/)
First quartile salary	6,000	6,500	8,140	11,010	5,000	5,400	
Minimum salary	2,400	5,200	6,760	8,750	2,000	3,900	
Mean salary	7,250	7,960	9,710	12,560	5,960	7,100	

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Chapter 3

Salaries of Deans and Faculty Members in Undergraduate Colleges

The 1961-62 mean 9-10-month salaries of the four faculty ranks combined in undergraduate colleges increased by the following percentages over comparable salaries for 1960-61: 4.7 for all institutions, 4.8 for 4-year institutions, and 3.3 for 2-year institutions.

Summary table A, based on the more extensive tables which follow, shows 1961-62 mean 9-10-month salaries for the four faculty ranks combined and number of faculty, by institutional enrollment size and by institutional control. The overall mean salary for public institutions is $640 greater than that for private institutions; the mean salary for 4-year public institutions is $630 greater than that for 4-year private institutions; and the mean salary for 2-year public institutions is $2,030 greater than that for 2-year private institutions. Among public institutions, the 4-year group mean is $710 greater than the 2-year group mean; and among private institutions, the 4-year group mean is $2,110 greater than the 2-year group mean. Except for one slight deviation in mean salary of public 4-year institutions enrolling 500-999, enrollment size and mean salary for the four ranks combined have a positive relationship.

Comprehensive data on salaries paid to deans and faculty ranks are presented by geographic region and by control in the tables which follow, tables "A" and "B" of 4-17. All "A" tables represent 9-10-month salaries, and "B" tables represent 11-12 month salaries.

Tables 4-6 show mean salaries for faculty in three groups of undergraduate colleges: university, liberal arts, and teachers. Table 7 presents salaries for junior colleges, grouping all faculty members together. A comparison, by type of institution, of 9-10-month mean salaries for the four faculty ranks combined in public institutions reveals a range from $7,210 for junior colleges to $8,300 for university undergraduate colleges. A similar comparison for the private institutions shows a range from $5,160 for junior colleges to $8,620 for university undergraduate colleges. The 11-12-month mean salaries of the four faculty ranks combined range from $7,620 for junior colleges to $9,810 for university undergraduate colleges, in public institutions; and from $5,610 for junior colleges to $9,340 for university undergraduate colleges, in private institutions.

Faculty salaries according to enrollment size are given in detail in tables 8-13, for 4-year institutions. Here it is seen that, in contrast to the pattern for 9-10-month salaries, there is a less distinct correlation between enrollment size and salary for 11-12-month salaries. Tables 14-17 show salaries for 2-year institutions, also by enrollment size.

Table A.--Average 9-10-month salaries, four faculty ranks combined, by enrollment size and control: Contiguous States, 1961-62

Level and enrollment size	Public and private		Public		Private	
	No. of faculty	Average salary	No. of faculty	Average salary	No. of faculty	Average salary
Total--all institutions	91,401	$7,580	58,666	$7,810	32,735	$7,170
4-year: Total.	80,888	7,680	50,064	7,920	30,824	7,290
Below 500	2,225	5,680	186	6,590	2,039	5,600
500-999	7,517	6,420	1,258	6,550	6,259	6,390
1,000-2,499	15,849	6,970	6,111	6,960	9,738	6,980
2,500-4,999	12,184	7,310	9,487	7,170	2,697	7,800
5,000-9,999	15,732	7,820	10,242	7,620	5,490	8,200
10,000 and more	27,381	8,670	22,780	8,700	4,601	8,520
2-year: Total.	10,513	6,840	8,602	7,210	1,911	5,180
Below 500	2,829	5,620	1,640	6,170	1,189	4,850
500-999	1,635	6,110	1,385	6,190	250	5,660
1,000-2,499	2,252	6,840	1,780	7,130	472	5,750
2,500 and more.	3 797	8,070	3,797	8,070	--	--

Table 4A.--Salaries (9-10 months) for deans and faculty members in
UNIVERSITY UNDERGRADUATE COLLEGES,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	9	3	1	1	4	9	6	1	2	0
Individuals	31	10	4	2	15	27	14	5	8	0
Maximum mean salary	$18,000					$17,700	$16,000			
Third quartile mean salary	16,230					16,590	13,700			
Median mean salary	15,000	(1/)	(1/)	(1/)	(1/)	13,700	12,930	(1/)	(1/)	
First quartile mean salary	12,550					11,600	10,400			
Minimum mean salary	10,060					7,100	7,100			
Mean salary	14,280					13,790	12,580			
Professor										
Number: Institutions	79	11	26	19	23	47	23	12	5	7
Individuals	7,165	821	2,899	1,336	2,109	3,100	1,609	681	358	452
Maximum mean salary	$15,250	$15,250	$12,750	$11,990	$14,080	$17,900	$17,900	$12,820	$14,310	$14,000
Third quartile mean salary	12,430	11,310	12,670	11,090	12,940	14,000	14,570	12,570	14,310	14,000
Median mean salary	11,320	10,590	11,810	10,210	11,230	11,990	12,420	12,410	10,120	10,200
First quartile mean salary	9,980	9,980	11,460	9,680	9,630	9,930	11,190	10,100	8,520	9,060
Minimum mean salary	7,590	9,380	7,900	7,590	8,170	6,900	8,060	7,450	6,900	7,750
Mean salary	11,240	11,350	11,670	10,030	11,370	11,990	12,800	11,500	10,620	10,960
Associate Professor										
Number: Institutions	80	11	26	19	24	47	23	12	5	7
Individuals	6,593	920	2,557	1,135	1,981	2,329	1,196	536	289	308
Maximum mean salary	$10,850	$10,850	$10,720	$8,660	$9,700	$11,100	$11,100	$9,360	$10,040	$9,320
Third quartile mean salary	9,030	9,580	9,030	8,300	9,330	9,320	9,450	9,120	10,040	9,320
Median mean salary	8,620	8,500	8,950	8,070	8,490	8,550	8,550	8,600	8,260	7,560
First quartile mean salary	7,930	8,180	8,780	7,410	7,890	7,700	8,220	8,000	6,690	6,800
Minimum mean salary	6,570	7,550	6,980	6,570	6,790	5,820	7,210	6,680	5,820	6,000
Mean salary	8,550	8,890	8,780	7,850	8,510	8,500	8,700	8,560	8,240	7,820
Assistant Professor										
Number: Institutions	80	11	26	19	24	48	23	13	5	7
Individuals	7,875	1,232	2,950	1,449	2,244	2,730	1,337	698	309	386
Maximum mean salary	$9,100	$9,100	$7,970	$7,150	$7,370	$8,200	$8,200	$7,740	$7,820	$7,420
Third quartile mean salary	7,480	7,650	7,530	6,950	7,400	7,550	7,550	7,600	6,900	6,760
Median mean salary	7,130	7,070	7,300	6,920	6,980	6,980	7,170	7,040	6,630	6,760
First quartile mean salary	6,760	6,760	7,170	6,410	6,680	6,420	6,440	6,500	6,060	5,770
Minimum mean salary	5,550	6,300	5,940	5,550	5,710	5,320	5,800	5,680	5,320	5,650
Mean salary	7,100	7,400	7,260	6,640	7,010	6,950	7,080	7,020	6,700	6,540
Instructor										
Number: Institutions	80	11	26	19	24	48	23	13	5	7
Individuals	4,980	964	2,000	944	1,072	1,803	1,057	342	184	220
Maximum mean salary	$7,310	$7,310	$6,230	$5,830	$6,320	$8,280	$8,280	$6,180	$6,130	$5,830
Third quartile mean salary	6,000	6,450	6,160	5,570	5,660	5,990	5,940	5,900	5,530	5,710
Median mean salary	5,640	5,780	5,740	5,240	5,230	5,710	5,810	5,730	5,250	5,710
First quartile mean salary	5,210	5,460	5,580	5,000	5,200	5,420	5,570	5,450	4,670	4,890
Minimum mean salary	4,180	5,090	4,730	4,180	4,800	4,110	4,790	4,900	4,670	4,110
Mean salary	5,650	6,030	5,780	5,240	5,440	5,670	5,790	5,700	5,290	5,370
Four Faculty Ranks Combined										
Number: Institutions	80	11	26	19	24	48	23	13	5	7
Individuals	26,613	3,937	10,406	4,864	7,406	9,962	5,199	2,257	1,140	1,366
Maximum mean salary	$10,490	$10,300	$9,690	$9,409	$10,490	$13,060	$13,060	$9,920	$10,370	$10,850
Third quartile mean salary	8,840	8,350	9,340	8,000	9,690	9,810	9,790	9,810	10,370	10,850
Median mean salary	8,190	7,800	8,790	7,870	8,000	8,340	8,820	8,080	7,570	7,080
First quartile mean salary	7,600	7,690	8,240	7,050	7,410	7,090	7,740	7,490	6,800	6,660
Minimum mean salary	5,460	6,840	6,330	5,810	5,460	5,190	5,950	6,080	5,690	5,190
Mean salary	8,300	8,240	8,580	7,580	8,430	8,620	8,910	8,540	8,100	8,100

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 48.--Salaries (11-12 months) for deans and faculty members in UNIVERSITY UNDERGRADUATE COLLEGES, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	76	11	25	19	21	36	16	13	2	5
Individuals	414	47	140	117	110	174	84	52	14	24
Maximum mean salary	$21,900	$19,270	$21,900	$16,700	$20,320	$21,000	$19,250	$18,780		$21,000
Third quartile mean salary	17,930	17,600	19,780	14,760	16,690	17,070	17,070	13,280		13,000
Median mean salary	15,150	14,840	17,930	14,250	15,640	13,280	11,730	12,750	(1/)	12,840
First quartile mean salary	13,880	13,560	15,740	13,600	14,060	11,730	10,330	11,770		11,600
Minimum mean salary	10,120	13,000	11,370	10,120	12,320	10,330	10,330	10,500		11,600
Mean salary	15,820	15,740	17,340	14,080	15,760	14,220	14,810	13,300		13,850
Professor										
Number: Institutions	68	10	22	17	19	21	8	8	1	4
Individuals	3,688	492	1,413	791	992	558	294	167	8	89
Maximum mean salary	$15,820	$13,120	$15,760	$13,140	$15,820	$14,380	$14,070	$14,380		
Third quartile mean salary	13,810	12,410	13,830	12,260	15,820	12,980	12,980	11,460		
Median mean salary	12,240	11,600	13,400	11,080	11,680	11,460	12,980	9,940	(1/)	(1/)
First quartile mean salary	11,230	11,230	11,900	10,980	11,430	9,620	12,980	9,280		
Minimum mean salary	7,840	10,670	9,570	9,880	7,840	8,200	8,200	9,040		
Mean salary	12,370	11,820	13,030	11,330	12,530	11,260	12,420	10,270		
Associate Professor										
Number: Institutions	66	10	21	16	19	20	8	8	1	3
Individuals	2,859	392	1,138	594	735	416	209	150	5	52
Maximum mean salary	$11,540	$9,950	$11,540	$10,300	$11,260	$11,100	$11,100	$10,240		
Third quartile mean salary	10,520	9,600	10,700	9,200	10,120	10,470	10,470	9,880		
Median mean salary	9,640	9,080	10,520	9,110	9,490	8,780	10,470	8,750	(1/)	(1/)
First quartile mean salary	8,970	8,770	9,750	8,920	9,170	8,580	9,180	8,730		
Minimum mean salary	8,010	8,500	8,240	8,010	8,400	6,420	7,590	8,250		
Mean salary	9,670	9,140	10,130	9,070	9,720	9,140	9,630	9,040		
Assistant Professor										
Number: Institutions	68	10	22	17	19	19	6	8	1	4
Individuals	2,849	375	1,206	347	721	445	200	164	6	75
Maximum mean salary	$9,540	$8,300	$9,540	$8,280	$9,140	$9,190	$9,190	$8,730		
Third quartile mean salary	8,720	8,130	9,020	8,050	8,450	9,190	9,190	7,900		
Median mean salary	8,100	8,010	8,720	7,620	7,970	7,900	9,190	7,900	(1/)	(1/)
First quartile mean salary	7,500	7,430	7,980	7,410	7,290	7,530	7,900	7,530		
Minimum mean salary	6,820	7,170	6,960	6,820	6,870	6,370	6,860	7,000		
Mean salary	8,090	7,810	8,400	7,680	8,010	7,960	8,600	7,780		
Instructor										
Number: Institutions	59	10	19	13	17	16	5	6	1	4
Individuals	1,281	185	684	234	178	120	27	68	6	19
Maximum mean salary	$8,400	$7,500	$8,080	$6,860	$8,400	$7,170	$6,730	$7,170		
Third quartile mean salary	6,860	6,470	7,010	6,320	6,340	6,440	6,300	6,440		
Median mean salary	6,470	6,470	6,840	6,300	6,020	6,400	6,220	6,400	(1/)	(1/)
First quartile mean salary	6,200	6,340	6,640	6,130	5,950	5,810	5,710	6,400		
Minimum mean salary	4,000	5,000	5,260	4,000	5,710	4,500	5,600	4,500		
Mean salary	6,560	6,420	6,790	6,200	6,260	6,190	6,130	6,430		
Four Faculty Ranks Combined										
Number: Institutions	69	10	23	17	19	22	9	8	1	4
Individuals	10,692	1,444	4,456	2,166	2,626	1,539	730	549	25	235
Maximum mean salary	$13,390	$10,400	$13,390	$11,530	$12,930	$13,300	$13,300	$11,570	(1/)	(1/)
Third quartile mean salary	10,560	9,420	10,960	9,500	11,020	11,240	11,240	9,090		
Median mean salary	9,550	9,340	10,560	9,240	9,550	8,830	11,240	8,420	(1/)	(1/)
First quartile mean salary	9,060	9,060	9,610	8,800	8,680	8,120	9,130	8,120		
Minimum mean salary	8,030	8,720	8,150	8,420	8,030	6,760	6,760	8,120		
Mean salary	9,810	9,360	10,080	9,230	10,080	9,340	10,340	8,720		

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 5A.--Salaries (9-10 months) for deans and faculty members in
LIBERAL ARTS UNDERGRADUATE COLLEGES,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	7	0	1	4	2	76	17	24	24	11
Individuals	8	0	1	4	3	95	18	32	33	12
Maximum mean salary	$13,340					$17,000	$17,000	$16,500	$15,000	$11,600
Third quartile mean salary	11,600					10,750	13,500	10,750	9,000	8,500
Median mean salary	8,500		(1/)	(1/)	(1/)	9,000	9,800	9,150	8,300	8,180
First quartile mean salary	8,360					7,500	7,500	8,500	7,200	7,460
Minimum mean salary	7,450					4,500	6,000	5,500	4,500	7,000
Mean salary	10,190					9,410	10,890	9,800	8,490	8,670
Professor										
Number: Institutions	71	4	11	31	25	401	115	133	96	57
Individuals	2,224	249	392	613	970	4,700	1,527	1,531	1,091	551
Maximum mean salary	$15,220		$11,830	$9,500	$12,280	$13,250	$13,250	$12,130	$10,500	$12,830
Third quartile mean salary	11,520		11,290	8,160	11,580	9,650	10,950	9,180	8,000	9,650
Median mean salary	10,590	(1/)	9,860	8,030	11,420	8,160	9,360	8,090	7,280	7,800
First quartile mean salary	8,160		9,090	7,750	10,760	7,070	8,200	7,210	6,530	6,880
Minimum mean salary	6,200		8,170	6,270	6,200	4,320	4,500	4,320	4,350	4,580
Mean salary	10,360		10,040	8,030	10,760	8,410	9,490	8,210	7,320	8,170
Associate Professor										
Number: Institutions	73	4	11	33	25	416	118	135	101	62
Individuals	2,857	304	465	773	1,315	4,717	1,546	1,546	1,015	610
Maximum mean salary	$11,200		$10,000	$7,610	$8,930	$9,930	$9,930	$9,010	$8,350	$9,450
Third quartile mean salary	8,790		9,530	7,250	8,790	7,740	8,180	7,550	6,720	7,550
Median mean salary	8,560	(1/)	8,530	6,740	8,740	7,000	7,730	6,950	6,000	6,610
First quartile mean salary	7,250		8,240	6,360	8,410	6,130	7,010	6,390	5,460	6,090
Minimum mean salary	5,280		6,810	5,280	6,330	3,800	4,600	4,410	3,800	4,130
Mean salary	8,260		8,570	6,740	8,440	6,970	7,630	6,940	6,090	6,820
Assistant Professor										
Number: Institutions	74	4	11	34	25	436	120	146	106	64
Individuals	4,275	377	853	1,026	2,019	6,286	2,295	1,881	1,336	774
Maximum mean salary	$9,660		$8,450	$6,620	$7,620	$8,180	$7,610	$8,000	$7,780	$8,180
Third quartile mean salary	7,330		7,330	6,280	7,320	6,690	6,900	6,620	5,780	6,450
Median mean salary	7,160	(1/)	7,190	5,850	7,290	6,100	6,490	6,120	5,370	5,810
First quartile mean salary	6,280		6,150	5,500	7,060	5,540	6,010	5,700	4,880	5,030
Minimum mean salary	4,480		6,130	4,480	5,290	3,600	4,360	3,650	3,600	3,720
Mean salary	6,980		7,260	5,860	7,070	6,040	6,480	6,100	5,350	5,780
Instructor										
Number: Institutions	71	4	11	32	24	424	125	143	95	61
Individuals	2,176	452	461	781	482	4,278	1,733	1,293	738	514
Maximum mean salary	$8,880		$7,660	$8,880	$6,520	$9,420	$9,420	$6,600	$6,250	$7,000
Third quartile mean salary	6,510		6,370	5,170	6,100	5,620	5,710	5,640	4,930	5,430
Median mean salary	5,580	(1/)	5,970	4,870	5,550	5,250	5,520	5,340	4,620	5,230
First quartile mean salary	5,020		5,840	4,620	5,190	4,880	5,150	5,070	4,280	4,470
Minimum mean salary	3,740		5,460	3,740	4,830	2,920	3,900	3,200	2,920	3,400
Mean salary	5,760		6,140	5,080	5,620	5,220	5,480	5,330	4,550	5,050
Four Faculty Ranks Combined										
Number: Institutions	74	4	11	34	25	450	126	152	106	66
Individuals	11,563	1,382	2,171	3,224	4,786	19,945	7,090	6,255	4,152	2,448
Maximum mean salary	$10,180		$9,070	$8,100	$9,020	$10,140	$10,140	$8,570	$8,410	$9,910
Third quartile mean salary	8,650		8,550	6,600	8,650	7,380	7,760	7,320	6,490	7,280
Median mean salary	7,800	(1/)	7,800	6,150	8,380	6,550	7,020	6,510	5,870	6,310
First quartile mean salary	6,600		7,180	5,990	7,430	5,870	6,250	6,110	5,260	5,490
Minimum mean salary	4,110		6,540	4,110	5,940	3,500	3,900	4,270	3,500	3,920
Mean salary	7,710		7,800	6,290	8,050	6,640	7,130	6,670	5,910	6,420

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 58.--Salaries (11-12 months) for deans and faculty members in LIBERAL ARTS UNDERGRADUATE COLLEGES, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	59	4	9	26	20	250	59	83	71	37
Individuals	146	4	28	66	48	357	112	100	90	55
Maximum mean salary	$20,600		$16,320	$13,800	$15,300	$20,000	$17,500	$20,000	$14,000	$18,000
Third quartile mean salary	14,740		14,270	12,180	14,930	12,000	12,700	11,500	10,500	11,550
Median mean salary	12,470	(1/)	12,700	11,810	14,740	10,000	11,500	10,300	9,200	9,500
First quartile mean salary	11,580		12,470	10,000	12,360	8,500	9,500	8,500	8,130	7,800
Minimum mean salary	8,200		11,580	8,200	8,700	4,500	5,990	4,500	6,200	5,130
Mean salary	12,630		13,460	11,150	13,840	10,400	11,280	10,390	9,390	9,930
Professor										
Number: Institutions	42	0	7	19	16	104	25	30	29	20
Individuals	303	0	71	162	70	994	419	218	183	174
Maximum mean salary	$15,130		$15,130	$11,100	$14,210	$13,480	$13,480	$11,730	$9,800	$12,500
Third quartile mean salary	11,930		15,130	10,510	13,520	10,890	12,520	9,730	9,250	9,120
Median mean salary	10,120		10,850	9,580	13,370	8,880	11,230	8,160	7,480	8,000
First quartile mean salary	9,030		8,610	8,900	10,220	7,430	8,510	6,920	7,200	5,860
Minimum mean salary	7,200		8,610	7,200	7,770	3,150	5,550	3,150	5,750	5,430
Mean salary	10,600		11,400	9,580	12,130	9,120	10,700	8,090	7,950	7,850
Associate Professor										
Number: Institutions	33	1	6	20	6	102	24	32	31	15
Individuals	186	3	33	127	23	861	291	243	167	160
Maximum mean salary	$13,000		$12,240	$10,750	$13,000	$9,850	$9,640	$9,850	$8,670	$9,250
Third quartile mean salary	8,820		9,190	8,350	10,360	8,210	8,850	8,160	7,580	7,600
Median mean salary	8,050	(1/)	9,190	8,000	8,050	7,580	8,220	7,660	6,160	7,430
First quartile mean salary	7,400		7,400	6,930	8,050	6,370	7,380	6,760	5,510	5,880
Minimum mean salary	5,680		7,400	5,680	7,250	4,210	5,100	4,210	4,750	4,850
Mean salary	8,080		8,910	7,750	8,830	7,260	7,990	7,220	6,450	6,850
Assistant Professor										
Number: Institutions	28	0	6	18	4	102	25	29	29	19
Individuals	184	0	47	116	21	1,073	379	326	160	208
Maximum mean salary	$10,800		$10,800	$8,530		$8,120	$8,080	$7,200	$7,500	$8,120
Third quartile mean salary	7,950		8,200	7,770		7,090	7,050	7,100	6,340	6,670
Median mean salary	7,140		7,940	6,990	(1/)	6,480	6,670	6,920	6,260	6,320
First quartile mean salary	6,560		6,570	6,060		5,910	6,050	5,700	5,190	5,330
Minimum mean salary	5,520		6,570	5,520		3,100	4,460	3,100	4,000	4,500
Mean salary	7,220		7,580	6,990		6,340	6,580	6,480	5,820	6,100
Instructor										
Number: Institutions	25	0	5	16	4	86	23	27	19	17
Individuals	164	0	53	102	9	721	231	241	106	143
Maximum mean salary	$9,020		$9,020	$7,000		$7,630	$7,630	$7,200	$6,250	$7,450
Third quartile mean salary	6,210		6,810	6,010		6,100	5,960	6,200	5,500	5,560
Median mean salary	5,680		6,070	5,530	(1/)	5,470	5,360	6,100	5,470	4,900
First quartile mean salary	5,520		5,680	5,370		5,100	5,200	5,450	5,250	3,540
Minimum mean salary	4,640		5,680	4,640		2,740	2,740	3,930	3,600	3,540
Mean salary	6,000		6,460	5,720		5,400	5,500	5,710	5,270	4,790
Four Faculty Ranks Combined										
Number: Institutions	46	1	8	21	16	137	30	45	39	23
Individuals	837	3	204	507	123	3,650	1,320	1,028	617	685
Maximum mean salary	$14,210		$14,150	$10,440	$14,210	$12,500	$10,960	$11,730	$8,840	$12,500
Third quartile mean salary	8,530		10,160	8,510	12,290	8,160	9,310	7,500	7,070	7,210
Median mean salary	7,870	(1/)	8,400	7,640	10,450	7,110	8,440	7,230	6,310	6,750
First quartile mean salary	7,040		7,020	6,800	7,830	6,310	6,930	6,530	6,040	5,240
Minimum mean salary	6,080		7,020	6,080	7,410	4,180	4,840	4,180	4,720	4,650
Mean salary	8,410		8,930	7,750	10,290	7,130	8,010	6,820	6,530	6,450

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 6A.--Salaries (9-10 months) for deans and faculty members in TEACHERS UNDERGRADUATE COLLEGES, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	17	7	5	1	4	0	0	0	0	0
Individuals	26	10	10	1	5	0	0	0	0	0
Maximum mean salary	$13,720	$13,720	$11,550							
Third quartile mean salary	11,550	13,720	10,270							
Median mean salary	10,270	8,940	10,270	(1/)	(1/)					
First quartile mean salary	8,940	8,790	10,270							
Minimum mean salary	5,910	8,790	8,520							
Mean salary	10,190	10,720	10,260							
Professor										
Number: Institutions	106	32	33	23	18	1	0	0	0	1
Individuals	2,049	557	777	376	339	1	0	0	0	1
Maximum mean salary	$10,900	$10,900	$10,670	$9,270	$10,330					
Third quartile mean salary	9,880	10,390	9,790	8,390	9,960					
Median mean salary	9,070	9,800	9,630	7,800	8,620	(1/)				(1/)
First quartile mean salary	8,220	8,250	8,920	7,650	8,280					
Minimum mean salary	6,200	6,780	6,200	6,700	7,100					
Mean salary	9,010	9,380	9,310	8,010	8,840					
Associate Professor										
Number: Institutions	110	32	34	24	20	3	1	0	0	2
Individuals	2,582	674	925	524	459	10	2	0	0	8
Maximum mean salary	$10,160	$10,160	$9,030	$7,630	$8,580					
Third quartile mean salary	8,320	8,320	8,460	7,240	8,140					
Median mean salary	7,610	8,000	8,340	6,750	7,710	(1/)	(1/)			(1/)
First quartile mean salary	6,960	7,200	7,300	6,530	7,270					
Minimum mean salary	5,330	5,910	5,820	5,330	6,160					
Mean salary	7,670	7,850	7,740	6,820	7,710					
Assistant Professor										
Number: Institutions	113	31	34	26	22	4	1	1	0	2
Individuals	4,036	915	1,689	790	642	24	2	7	0	15
Maximum mean salary	$8,780	$8,540	$8,780	$6,460	$7,240					
Third quartile mean salary	7,260	7,120	7,430	6,210	6,880					
Median mean salary	6,740	6,970	7,260	5,990	6,700	(1/)	(1/)	(1/)		(1/)
First quartile mean salary	6,210	6,450	6,590	5,830	6,520					
Minimum mean salary	4,590	5,730	5,880	4,590	5,510					
Mean salary	6,800	6,990	7,150	5,940	6,640					
Instructor										
Number: Institutions	115	33	34	26	22	5	1	2	0	2
Individuals	2,372	502	987	443	440	15	1	7	0	7
Maximum mean salary	$7,560	$7,100	$7,560	$5,620	$6,090	$5,200				
Third quartile mean salary	6,450	6,860	6,840	5,250	5,790	5,130				
Median mean salary	5,810	5,960	6,420	5,140	5,630	4,890	(1/)	(1/)		(1/)
First quartile mean salary	5,290	5,690	6,060	4,840	5,370	4,630				
Minimum mean salary	3,810	4,710	4,950	3,810	4,850	3,500				
Mean salary	5,900	6,100	6,350	4,980	5,600	4,830				
Four Faculty Ranks Combined										
Number: Institutions	115	33	34	26	22	5	1	2	0	2
Individuals	11,039	2,648	4,378	2,133	1,880	50	5	14	0	31
Maximum mean salary	$8,500	$8,500	$8,420	$7,230	$7,890	$6,140				
Third quartile mean salary	7,800	8,060	8,040	6,780	7,600	5,660				
Median mean salary	7,390	7,580	7,750	6,260	6,930	5,660	(1/)	(1/)		(1/)
First quartile mean salary	6,570	7,040	7,180	6,100	6,610	5,290				
Minimum mean salary	4,410	5,920	5,960	4,410	5,570	3,500				
Mean salary	7,220	7,540	7,530	6,320	7,050	5,420				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 68.--Salaries (11-12 months) for deans and faculty members in TEACHERS UNDERGRADUATE COLLEGES, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	76	16	22	25	13	5	1	2	2	0
Individuals	119	17	45	37	20	6	1	2	3	0
Maximum mean salary	$15,680	$14,080	$15,680	$14,000	$14,250	$12,750				
Third quartile mean salary	13,650	13,720	14,000	12,000	13,500	12,750				
Median mean salary	12,000	12,500	13,180	11,750	12,750	11,900	(1/)	(1/)	(1/)	
First quartile mean salary	10,400	11,000	10,500	9,500	10,400	10,000				
Minimum mean salary	7,250	10,270	8,540	7,250	9,300	8,500				
Mean salary	11,950	12,350	12,330	11,060	12,390	11,310				
Professor										
Number: Institutions	46	6	20	14	6	5	1	2	1	1
Individuals	427	28	168	128	103	51	1	12	35	3
Maximum mean salary	$14,360	$12,310	$14,360	$11,330	$12,160	$9,740				
Third quartile mean salary	10,950	10,500	13,090	9,780	10,950	9,740				
Median mean salary	9,780	10,380	9,360	9,400	10,950	9,740	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	8,770	8,340	9,180	8,360	9,880	8,000				
Minimum mean salary	7,500	8,340	7,860	7,500	8,640	7,300				
Mean salary	10,220	9,750	10,900	9,360	10,320	9,190				
Associate Professor										
Number: Institutions	41	4	15	14	8	7	2	2	1	2
Individuals	373	49	101	128	95	35	3	8	20	4
Maximum mean salary	$12,480		$12,480	$8,900	$10,290	$12,000				
Third quartile mean salary	9,310		11,640	8,000	9,370	7,840				
Median mean salary	8,100	(1/)	8,420	7,830	9,370	7,840	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	7,510		7,770	7,060	8,420	7,500				
Minimum mean salary	6,000		7,510	6,000	8,240	6,630				
Mean salary	8,420		9,290	7,560	8,980	7,720				
Assistant Professor										
Number: Institutions	40	3	16	13	8	7	2	2	1	2
Individuals	505	52	129	198	126	60	3	25	22	10
Maximum mean salary	$11,200		$11,200	$8,450	$8,980	$8,100				
Third quartile mean salary	8,380		8,900	6,950	8,380	7,090				
Median mean salary	7,370	(1/)	7,770	6,830	7,900	6,750	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	6,830		7,510	6,470	7,370	6,330				
Minimum mean salary	5,000		7,050	5,000	7,180	4,300				
Mean salary	7,510		8,310	6,780	7,900	6,690				
Instructor										
Number: Institutions	30	4	11	12	3	6	1	3	1	1
Individuals	208	15	73	84	36	32	3	20	5	4
Maximum mean salary	$10,080		$10,080	$7,180		$7,600				
Third quartile mean salary	6,970		6,970	6,290		5,630				
Median mean salary	6,440	(1/)	6,970	5,950	(1/)	4,990	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	6,100		6,790	5,430		4,480				
Minimum mean salary	3,470		6,100	3,470		4,000				
Mean salary	6,460		7,120	5,890		5,130				
Four Faculty Ranks Combined										
Number: Institutions	50	6	21	14	9	9	2	4	1	2
Individuals	1,513	144	472	537	360	178	10	65	82	21
Maximum mean salary	$14,000	$12,310	$14,000	$10,070	$11,150	$8,210				
Third quartile mean salary	9,120	8,940	11,610	7,750	9,120	8,210				
Median mean salary	8,050	6,850	8,300	7,500	9,120	7,150	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	7,500	6,850	7,780	6,710	8,130	6,450				
Minimum mean salary	5,700	6,850	7,450	5,700	8,050	5,700				
Mean salary	8,360	7,830	9,260	7,470	8,740	7,330				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 7A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions. . . .	36	4	12	4	16	24	5	4	13	2
Individuals	63	12	13	4	34	29	8	4	15	2
Maximum mean salary	$14,160		$10,500		$14,160	$10,500	$9,170		$10,500	
Third quartile mean salary .	10,360		8,700		10,770	7,900	8,270		7,800	
Median mean salary.	9,260	(1/)	7,800	(1/)	9,260	6,000	6,800	(1/)	6,000	(1/)
First quartile mean salary. .	8,260		7,500		8,980	5,130	5,130		5,050	
Minimum mean salary	5,910		6,900		6,850	2,160	4,350		2,160	
Mean salary	8,980		8,260		9,960	6,500	6,600		6,400	
All Instructional Personnel										
Number: Institutions. . . .	209	22	75	29	83	96	32	15	42	9
Individuals	8,503	685	1,728	821	5,368	1,911	747	323	696	145
Maximum mean salary	$9,890	$8,150	$8,390	$6,500	$9,890	$9,350	$7,040	$9,350	$5,370	$6,070
Third quartile mean salary. .	8,210	7,620	7,700	5,780	8,340	5,890	6,010	5,820	4,760	6,070
Median mean salary.	7,450	6,670	7,250	5,260	8,090	5,270	5,860	5,270	4,540	5,890
First quartile mean salary. .	6,210	6,570	6,090	4,900	6,770	4,540	5,470	4,970	4,080	5,520
Minimum mean salary	3,130	5,700	4,860	3,130	4,620	2,510	2,510	3,600	2,790	3,290
Mean salary	7,210	6,980	6,950	5,190	7,630	5,180	5,710	5,360	4,420	5,610

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 78.--Salaries (11-12 months) for deans and faculty members in
JUNIOR COLLEGES
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions. . . .	80	10	21	17	32	67	20	12	26	9
Individuals	106	10	26	20	50	84	33	14	28	9
Maximum mean salary	$16,000	$15,000	$13,710	$10,700	$16,000	$15,000	$15,000	$9,600	$8,600	$9,440
Third quartile mean salary. .	11,710	10,700	11,500	8,300	13,570	8,100	10,260	8,100	7,000	8,040
Median mean salary	9,600	10,200	9,200	7,790	10,940	7,350	8,000	8,000	6,250	7,030
First quartile mean salary. .	8,650	9,500	8,300	6,200	9,470	6,000	7,300	7,560	5,700	6,200
Minimum mean salary	5,300	8,800	7,100	5,300	7,500	5,000	5,130	5,400	5,000	5,540
Mean salary	10,260	10,890	9,910	7,570	11,400	7,630	8,740	7,760	6,470	7,210
All Instructional Personnel										
Number: Institutions. . . .	60	7	13	14	26	49	15	12	14	8
Individuals	972	255	109	144	464	615	208	226	94	87
Maximum mean salary	$11,110	$9,170	$11,110	$7,680	$10,450	$9,030	$8,170	$9,030	$6,500	$6,820
Third quartile mean salary. .	9,030	9,170	9,010	7,190	8,930	5,980	6,240	6,480	5,200	6,480
Median mean salary	7,910	9,170	8,260	5,670	7,850	5,680	5,600	5,920	5,130	5,330
First quartile mean salary. .	7,190	8,620	7,910	4,820	7,390	5,120	5,090	5,750	4,460	3,970
Minimum mean salary	4,110	7,450	5,800	4,110	4,630	3,450	3,750	4,800	3,450	3,970
Mean salary	7,900	8,730	8,290	5,870	7,990	5,620	5,550	6,100	4,680	5,330

Table 8A.--Salaries (9-10 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment below 500,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	2	1	0	1	0	29	10	6	10	3
Individuals	2	1	0	1	0	31	11	6	11	3
Maximum mean salary						$12,000	$12,000	$11,000	$9,160	
Third quartile mean salary						8,500	9,800	10,490	8,400	
Median mean salary	(1/)	(1/)		(1/)		7,600	8,000	7,600	7,450	(1/)
First quartile mean salary						6,000	7,090	6,000	4,650	
Minimum mean salary						3,060	5,000	5,700	3,060	
Mean salary						7,640	8,260	8,220	6,690	
Professor										
Number: Institutions	7	3	0	1	3	85	20	25	25	15
Individuals	28	13	0	8	7	499	87	157	182	73
Maximum mean salary	$12,280					$12,830	$9,000	$8,390	$9,350	$12,830
Third quartile mean salary	10,100					7,450	7,580	7,360	7,430	10,550
Median mean salary	9,270	(1/)		(1/)	(1/)	6,400	6,660	6,350	6,400	7,000
First quartile mean salary	6,670					5,630	5,900	5,270	5,760	5,720
Minimum mean salary	6,670					4,320	4,500	4,320	4,350	4,370
Mean salary	8,750					6,650	6,620	6,220	6,550	7,880
Associate Professor										
Number: Institutions	8	3	1	1	3	91	23	24	27	17
Individuals	46	20	1	15	10	509	104	142	166	97
Maximum mean salary	$8,740					$8,490	$8,100	$7,700	$7,230	$8,490
Third quartile mean salary	7,990					6,580	7,050	6,580	5,890	8,210
Median mean salary	5,910	(1/)	(1/)	(1/)	(1/)	5,890	6,190	6,130	5,450	6,130
First quartile mean salary	5,840					5,150	5,800	5,240	4,750	5,240
Minimum mean salary	5,820					3,780	4,130	4,410	3,800	3,780
Mean salary	6,820					5,920	6,290	5,970	5,470	6,250
Assistant Professor										
Number: Institutions	7	2	1	1	3	98	24	29	29	16
Individuals	63	30	3	10	20	565	119	148	188	110
Maximum mean salary	$7,620					$8,000	$6,750	$8,000	$6,240	$7,170
Third quartile mean salary	6,740					5,810	5,930	5,970	5,110	5,600
Median mean salary	6,050	(1/)	(1/)	(1/)	(1/)	5,300	5,500	5,780	4,520	5,360
First quartile mean salary	5,480					4,430	5,300	4,860	4,270	4,160
Minimum mean salary	5,240					3,620	3,830	3,650	3,700	3,620
Mean salary	6,060					5,200	5,450	5,520	4,750	5,270
Instructor										
Number: Institutions	7	4	1	1	1	100	26	33	26	15
Individuals	49	45	2	1	1	465	139	141	107	78
Maximum mean salary	$6,860					$6,600	$6,000	$6,600	$5,280	$6,270
Third quartile mean salary	6,860					5,150	5,280	5,230	4,400	4,460
Median mean salary	5,840	(1/)	(1/)	(1/)	(1/)	4,460	5,000	5,010	4,270	4,430
First quartile mean salary	4,700					4,000	4,100	4,350	3,630	4,000
Minimum mean salary	4,480					2,920	3,550	3,200	2,920	3,100
Mean salary	5,840					4,590	4,770	4,870	4,110	4,390
Four Faculty Ranks Combined										
Number: Institutions	9	4	1	1	3	113	28	37	30	18
Individuals	186	108	6	34	38	2,039	450	588	643	358
Maximum mean salary	$9,020					$9,160	$7,180	$7,200	$7,290	$9,160
Third quartile mean salary	7,270					6,260	6,070	6,280	5,840	6,310
Median mean salary	6,860	(1/)	(1/)	(1/)	(1/)	5,450	5,940	5,990	5,160	5,410
First quartile mean salary	5,830					4,840	5,030	5,070	4,610	4,840
Minimum mean salary	5,440					3,430	3,900	3,030	3,610	3,520
Mean salary	6,590					5,600	5,660	5,670	5,340	5,870

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 88.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment below 500,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	7	3	1	1	2	68	14	25	16	13
Individuals	7	3	1	1	2	77	16	29	17	15
Maximum mean salary	$14,920					$17,000	$17,000	$12,500	$10,800	$10,000
Third quartile mean salary	12,280					9,400	9,700	10,500	9,000	7,800
Median mean salary	11,000	(1/)	(1/)	(1/)	(1/)	8,000	9,100	8,000	8,280	7,200
First quartile mean salary	9,000					6,060	5,990	5,700	7,400	5,600
Minimum mean salary	8,540					4,400	4,400	4,760	6,060	5,130
Mean salary	10,850					8,160	9,000	8,220	8,300	7,010
Professor										
Number: Institutions	4	0	1	1	2	27	5	10	5	7
Individuals	9	0	2	1	6	104	30	37	17	20
Maximum mean salary						$9,000	$8,230	$7,350	$9,000	$8,700
Third quartile mean salary						7,060	8,230	6,700	6,790	6,950
Median mean salary	(1/)		(1/)	(1/)	(1/)	6,700	7,060	6,450	6,790	6,900
First quartile mean salary						5,250	7,060	4,580	6,400	5,250
Minimum mean salary						3,150	3,880	3,150	6,140	5,000
Mean salary						6,400	6,890	5,710	6,770	6,630
Associate Professor										
Number: Institutions	4	1	1	1	1	28	3	13	6	6
Individuals	16	3	6	4	3	78	9	33	22	14
Maximum mean salary						$12,000		$9,850	$8,660	$12,000
Third quartile mean salary						6,630		6,530	6,290	7,500
Median mean salary	(1/)	(1/)	(1/)	(1/)	(1/)	5,690	(1/)	5,640	5,600	6,470
First quartile mean salary						5,380		5,300	5,600	4,520
Minimum mean salary						3,370		3,370	5,380	4,500
Mean salary						6,110		5,960	5,990	6,380
Assistant Professor										
Number: Institutions	3	0	1	1	1	25	5	10	5	5
Individuals	10	0	3	5	2	107	23	39	17	28
Maximum mean salary						$7,000	$6,200	$6,720	$6,900	$7,000
Third quartile mean salary						6,200	5,920	6,300	5,400	7,000
Median mean salary	(1/)		(1/)	(1/)	(1/)	5,580	5,920	5,580	4,270	5,980
First quartile mean salary						4,460	4,460	5,230	4,270	4,890
Minimum mean salary						3,960	4,460	3,960	4,000	4,240
Mean salary						5,510	5,360	5,630	4,910	5,820
Instructor										
Number: Institutions	4	1	1	1	1	22	4	10	4	4
Individuals	24	20	1	2	1	67	15	27	5	20
Maximum mean salary						$7,600		$7,600		
Third quartile mean salary						6,240		5,460		
Median mean salary	(1/)	(1/)	(1/)	(1/)	(1/)	5,300	(1/)	4,840	(1/)	(1/)
First quartile mean salary						4,380		4,380		
Minimum mean salary						2,740		4,070		
Mean salary						5,290		5,050		
Four Faculty Ranks Combined										
Number: Institutions	6	1	1	1	2	44	7	20	8	9
Individuals	59	23	12	12	12	356	77	136	61	82
Maximum mean salary	$13,890					$8,850	$7,120	$9,850	$8,660	$8,700
Third quartile mean salary	7,530					6,300	6,930	5,990	6,170	7,030
Median mean salary	6,750	(1/)	(1/)	(1/)	(1/)	5,810	6,840	5,730	5,800	5,810
First quartile mean salary	6,750					4,840	4,840	4,490	5,300	5,250
Minimum mean salary	6,690					3,880	3,880	4,100	4,720	4,400
Mean salary	7,740					5,860	5,890	5,620	5,800	6,280

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 9A.--Salaries (9-10 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 500-999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	6	1	1	2	2	28	4	10	11	3
Individuals	7	1	1	2	3	30	4	10	13	3
Maximum mean salary	$11,600					$15,000		$14,300	$11,000	
Third quartile mean salary	11,100					10,750		13,500	9,000	
Median mean salary	8,940	(1/)	(1/)	(1/)	(1/)	8,500	(1/)	10,400	7,300	(1/)
First quartile mean salary	8,360					7,200		7,500	6,900	
Minimum mean salary	8,360					4,500		5,500	4,500	
Mean salary	9,540					9,150		10,230	7,610	
Professor										
Number: Institutions	32	8	5	12	7	159	38	56	44	21
Individuals	232	53	13	83	83	1,565	386	536	470	173
Maximum mean salary	$11,150	$10,260	$10,700	$8,330	$11,150	$13,250	$13,250	$11,970	$10,470	$11,100
Third quartile mean salary	9,580	9,880	10,700	8,080	11,150	8,790	9,900	8,720	8,000	9,650
Median mean salary	8,130	9,260	8,130	7,520	8,620	7,800	8,920	8,160	7,300	7,500
First quartile mean salary	7,520	8,440	6,730	7,300	7,610	6,800	7,150	7,070	6,500	6,630
Minimum mean salary	6,200	8,420	6,200	6,700	6,200	3,100	5,700	4,990	4,800	3,100
Mean salary	8,500	9,170	8,290	7,590	9,020	8,000	8,920	7,970	7,360	7,810
Associate Professor										
Number: Institutions	32	8	5	12	7	168	38	60	46	24
Individuals	269	64	26	118	61	1,489	340	527	428	194
Maximum mean salary	$9,140	$9,140	$8,920	$6,620	$8,470	$9,930	$9,930	$8,510	$8,000	$9,450
Third quartile mean salary	7,750	8,060	8,920	6,560	8,310	7,370	7,970	7,370	6,400	7,370
Median mean salary	6,620	7,900	7,270	6,310	7,450	6,510	6,830	6,920	5,840	6,610
First quartile mean salary	6,310	7,470	6,340	6,160	6,940	5,840	6,180	6,200	5,190	6,090
Minimum mean salary	5,330	7,340	5,900	5,330	6,330	4,180	4,600	4,770	4,180	4,500
Mean salary	7,040	7,890	7,460	6,300	7,390	6,630	7,150	6,780	5,940	6,800
Assistant Professor										
Number: Institutions	34	8	5	13	8	173	39	62	47	25
Individuals	468	98	81	214	75	1,867	442	616	552	257
Maximum mean salary	$8,510	$8,510	$7,090	$6,150	$7,210	$9,420	$9,420	$7,270	$7,790	$8,180
Third quartile mean salary	6,680	7,050	7,090	5,890	7,210	6,320	6,830	6,600	5,670	6,170
Median mean salary	6,110	6,710	6,680	5,530	6,680	5,850	6,060	6,070	5,100	5,700
First quartile mean salary	5,690	6,550	6,010	5,260	6,130	5,190	5,880	5,500	4,660	5,160
Minimum mean salary	4,530	6,380	5,970	4,530	5,860	3,600	5,050	4,500	3,600	4,000
Mean salary	6,160	7,050	6,490	5,470	6,630	5,800	6,320	6,010	5,210	5,630
Instructor										
Number: Institutions	33	8	5	12	8	169	42	60	42	25
Individuals	289	77	18	133	61	1,340	395	470	294	181
Maximum mean salary	$7,100	$7,100	$5,460	$5,400	$6,520	$7,610	$7,610	$6,350	$6,250	$7,000
Third quartile mean salary	5,750	6,110	5,460	4,900	5,690	5,530	5,640	5,600	4,750	5,360
Median mean salary	5,170	5,960	5,260	4,560	5,540	5,100	5,200	5,370	4,380	5,070
First quartile mean salary	4,620	5,770	5,260	3,840	4,830	4,610	4,990	5,000	3,990	4,370
Minimum mean salary	3,810	5,750	4,950	3,810	4,830	3,010	4,000	4,260	3,010	3,500
Mean salary	5,140	6,080	5,310	4,490	5,330	5,070	5,380	5,300	4,360	4,960
Four Faculty Ranks Combined										
Number: Institutions	34	8	5	13	8	178	42	63	47	26
Individuals	1,258	292	138	548	280	6,259	1,562	2,149	1,744	804
Maximum mean salary	$8,980	$8,420	$7,650	$6,370	$8,980	$10,140	$10,140	$8,430	$7,990	$9,910
Third quartile mean salary	7,310	7,530	7,650	6,170	7,760	7,120	7,620	7,120	6,470	7,110
Median mean salary	6,320	7,310	6,500	6,070	7,650	6,280	6,460	6,540	5,790	6,230
First quartile mean salary	6,070	7,090	6,080	5,380	6,130	5,500	5,890	5,790	5,080	5,360
Minimum mean salary	4,410	6,760	6,000	4,410	5,830	3,500	4,790	4,740	3,500	4,180
Mean salary	6,550	7,370	6,690	5,730	7,220	6,390	6,910	6,330	5,830	6,230

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 98.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 500-999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	21	1	5	12	3	111	22	36	38	15
Individuals	24	1	6	13	4	123	26	38	43	16
Maximum mean salary	$14,920		$13,500	$13,800		$18,500	$17,500	$18,500	$13,400	$15,000
Third quartile mean salary	11,400		11,400	11,400		10,500	11,300	11,000	10,500	9,250
Median mean salary	10,000	(1/)	9,450	10,000	(1/)	9,250	9,450	9,300	9,300	8,350
First quartile mean salary	8,700		9,300	10,000		8,300	8,500	8,500	7,940	7,300
Minimum mean salary	7,250		8,600	7,250		6,000	6,500	6,000	6,200	6,000
Mean salary	10,380		10,160	10,410		9,510	10,030	9,760	9,250	8,730
Professor										
Number: Institutions	14	0	4	6	4	43	7	13	16	7
Individuals	92	0	23	47	22	307	99	57	106	45
Maximum mean salary	13,170			$10,680		$11,860	$11,860	$11,200	$9,800	$9,000
Third quartile mean salary	10,050			10,210		9,800	11,860	8,160	9,800	6,500
Median mean salary	9,000		(1/)	9,000	(1/)	8,160	10,890	8,000	7,890	5,700
First quartile mean salary	7,860			8,400		6,600	8,700	7,680	7,080	5,700
Minimum mean salary	7,200			7,200		5,320	5,550	5,550	5,750	5,430
Mean salary	9,100			9,090		8,400	9,940	7,900	8,190	6,160
Associate Professor										
Number: Institutions	13	0	3	6	4	40	8	10	16	6
Individuals	74	0	12	36	26	277	84	60	90	43
Maximum mean salary	$9,500			$8,400		$8,890	$8,890	$8,790	$8,090	$7,230
Third quartile mean salary	8,050			7,440		7,680	8,890	7,500	7,680	6,370
Median mean salary	7,440		(1/)	6,710	(1/)	6,770	7,000	7,130	6,360	5,380
First quartile mean salary	6,710			6,350		5,280	6,770	6,890	5,000	4,850
Minimum mean salary	6,200			6,200		4,750	5,280	4,950	4,750	4,850
Mean salary	7,510			6,960		6,700	7,440	6,910	6,430	5,340
Assistant Professor										
Number: Institutions	13	0	3	6	4	41	7	12	14	8
Individuals	72	0	23	23	26	311	86	83	68	74
Maximum mean salary	$8,530			$8,530		$8,100	$8,100	$7,200	$7,500	$7,800
Third quartile mean salary	7,640			6,180		6,710	6,710	6,510	6,750	5,330
Median mean salary	7,280		(1/)	5,880	(1/)	6,050	6,200	6,330	5,800	5,180
First quartile mean salary	6,180			5,880		5,180	4,890	5,690	4,800	4,750
Minimum mean salary	5,000			5,000		3,100	4,730	3,100	4,500	4,500
Mean salary	7,060			6,150		5,860	6,150	6,200	5,750	5,250
Instructor										
Number: Institutions	3	0	1	5	2	32	7	11	9	5
Individuals	45	0	3	35	7	200	70	66	32	32
Maximum mean salary	$6,470			$6,430		$7,200	$6,230	$7,200	$6,250	$5,500
Third quartile mean salary	6,210			5,950		5,500	5,710	5,380	5,400	4,900
Median mean salary	5,530		(1/)	5,530	(1/)	5,100	5,100	5,340	4,890	4,740
First quartile mean salary	5,530			5,530		4,330	4,330	4,990	4,180	4,100
Minimum mean salary	3,470			3,470		3,930	4,330	3,930	4,180	4,100
Mean salary	5,720			5,540		5,100	5,160	5,420	4,820	4,580
Four Faculty Ranks Combined										
Number: Institutions	15	0	4	6	5	55	9	18	19	9
Individuals	282	0	61	140	81	1,095	339	266	296	194
Maximum mean salary	$13,170			$9,110	$12,790	$11,000	$11,000	$10,200	$8,720	$8,400
Third quartile mean salary	8,110			7,980	8,240	7,950	9,520	7,310	7,990	5,780
Median mean salary	7,740		(1/)	7,190	7,830	6,450	7,020	6,450	6,430	5,240
First quartile mean salary	7,190			6,080	7,410	5,240	6,560	6,280	4,970	5,110
Minimum mean salary	6,080			6,080	7,410	4,650	4,880	4,650	4,840	4,650
Mean salary	7,630			7,180	8,000	6,650	7,370	6,530	6,730	5,210

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 10A.--Salaries (9-10 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 1,000-2,499,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	7	2	3	1	1	24	7	6	4	7
Individuals	7	2	3	1	1	33	8	7	7	11
Maximum mean salary	$13,720					$17,000	$17,000	$16,500		$16,830
Third quartile mean salary	12,530					15,000	14,000	13,000		16,830
Median mean salary	11,300	(1/)	(1/)	(1/)	(1/)	11,000	13,300	11,000	(1/)	8,200
First quartile mean salary	8,500					8,200	8,130	8,630		7,460
Minimum mean salary	5,910					6,500	8,130	8,630		7,150
Mean salary	10,450					11,400	12,780	11,390		10,570
Professor										
Number: Institutions	71	17	16	24	14	149	53	50	25	21
Individuals	1,192	313	285	388	206	2,372	882	756	400	334
Maximum mean salary	$11,060	$10,900	$9,580	$9,270	$11,060	$12,890	$12,890	$12,130	$10,500	$12,100
Third quartile mean salary	9,400	10,050	9,370	8,530	9,960	10,560	11,380	9,700	7,610	10,610
Median mean salary	8,510	8,320	9,070	8,030	8,920	8,670	10,070	8,560	7,140	8,560
First quartile mean salary	8,030	8,250	8,510	7,660	8,920	7,570	8,670	7,650	6,680	7,410
Minimum mean salary	6,670	7,590	6,670	6,900	7,100	5,100	6,540	5,100	6,020	5,510
Mean salary	8,710	9,100	8,790	8,160	9,040	9,010	9,980	8,680	7,410	9,100
Associate Professor										
Number: Institutions	74	17	16	26	15	151	54	49	26	22
Individuals	1,453	372	351	402	328	2,275	817	753	367	338
Maximum mean salary	$10,160	$10,160	$9,030	$7,630	$8,560	$9,650	$9,650	$9,010	$8,350	$9,100
Third quartile mean salary	8,180	8,220	8,370	7,180	8,180	8,150	8,510	7,710	6,720	8,450
Median mean salary	7,320	7,330	7,910	6,750	8,080	7,310	7,950	7,240	6,060	7,290
First quartile mean salary	6,810	7,170	6,810	6,360	7,290	6,510	7,240	6,670	5,700	6,140
Minimum mean salary	5,280	6,050	6,320	5,280	6,160	4,490	5,960	4,900	5,330	4,490
Mean salary	7,410	7,600	7,710	6,720	7,720	7,300	7,850	7,180	6,270	7,390
Assistant Professor										
Number: Institutions	75	17	16	26	16	158	54	54	27	23
Individuals	2,227	504	531	650	542	3,089	1,185	972	514	418
Maximum mean salary	8,540	8,540	7,690	6,460	7,240	7,530	7,510	7,530	7,300	7,500
Third quartile mean salary	7,000	7,090	7,290	6,310	7,000	6,830	6,940	6,630	5,760	7,070
Median mean salary	6,430	6,800	7,040	5,920	6,740	6,220	6,670	6,200	5,500	6,060
First quartile mean salary	6,100	6,430	6,220	5,490	6,120	5,700	6,100	5,780	5,300	5,530
Minimum mean salary	4,480	5,730	5,880	4,480	5,290	4,260	5,500	4,260	4,850	4,360
Mean salary	6,500	6,910	6,770	5,860	6,610	6,240	6,580	6,210	5,600	6,110
Instructor										
Number: Institutions	75	17	16	26	16	153	54	52	26	21
Individuals	1,239	257	307	473	202	2,009	800	646	327	236
Maximum mean salary	$7,090	$7,090	$6,800	$5,450	$6,110	$6,450	$6,300	$6,450	$5,600	$6,330
Third quartile mean salary	6,240	6,680	6,460	5,110	5,800	5,670	5,890	5,670	4,980	5,900
Median mean salary	5,510	5,990	6,390	4,910	5,630	5,330	5,520	5,360	4,810	5,380
First quartile mean salary	5,040	5,740	5,900	4,800	5,510	5,030	5,120	5,140	4,600	5,090
Minimum mean salary	3,740	4,710	5,000	3,740	5,090	3,500	3,500	4,400	3,860	3,910
Mean salary	5,600	6,100	6,190	4,930	5,620	5,350	5,530	5,410	4,790	5,320
Four Faculty Ranks Combined										
Number: Institutions	75	17	16	26	16	158	54	54	27	23
Individuals	6,111	1,446	1,474	1,913	1,278	9,738	3,673	3,131	1,608	1,326
Maximim mean salary	$8,630	$8,410	$7,900	$7,230	$8,630	$9,420	$9,420	$8,570	$8,410	$9,350
Third quartile mean salary	7,600	7,860	7,750	6,630	7,600	7,800	8,330	7,680	6,200	8,250
Median mean salary	6,970	7,420	7,560	6,240	7,200	6,780	7,390	6,660	5,900	6,920
First quartile mean salary	6,470	7,020	7,020	5,990	6,570	6,060	6,680	6,110	5,650	5,840
Minimum mean salary	4,110	6,090	5,960	4,110	5,570	4,360	4,820	4,790	4,810	4,360
Mean salary	6,960	7,420	7,260	6,280	7,130	6,980	7,450	6,870	6,040	7,050

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 108.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 1,000-2,499,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	58	10	10	25	13	91	26	32	19	14
Individuals	102	11	23	44	24	146	52	39	29	26
Maximum mean salary	$15,150	$14,080	$14,000	$13,800	$15,150	$22,100	$16,500	$20,000	$12,750	$22,100
Third quartile mean salary	12,900	13,720	12,900	12,300	13,600	12,200	12,250	12,000	10,000	15,000
Median mean salary	11,580	12,530	11,370	10,570	12,750	10,080	10,100	10,500	9,200	11,500
First quartile mean salary	10,400	11,000	10,500	9,500	10,600	9,000	8,900	9,750	8,300	9,000
Minimum mean salary	8,200	10,270	8,590	8,200	10,310	4,500	7,570	4,500	7,600	5,890
Mean salary	11,560	12,540	11,350	10,820	12,680	11,000	10,650	11,150	9,600	13,000
Professor										
Number: Institutions	37	5	8	16	8	39	10	10	8	11
Individuals	295	26	56	153	60	553	177	101	90	185
Maximum mean salary	$14,000	$12,310	$14,000	$11,330	$13,520	$15,440	$13,480	$11,730	$9,740	$15,440
Third quartile mean salary	10,280	10,500	9,570	9,700	11,500	12,370	13,480	8,650	9,740	15,440
Median mean salary	9,070	10,500	8,660	9,070	9,880	9,420	11,230	8,160	8,840	9,720
First quartile mean salary	8,610	8,340	8,610	8,360	8,640	8,000	8,180	6,920	7,480	9,120
Minimum mean salary	7,500	8,340	8,610	7,500	8,640	4,390	7,350	4,390	7,300	5,860
Mean salary	9,510	9,700	9,420	9,250	10,180	10,040	10,800	7,630	8,570	11,370
Associate Professor										
Number: Institutions	30	3	2	19	6	40	9	13	9	9
Individuals	242	46	10	146	40	378	96	104	70	108
Maximum mean salary	$11,330			$9,400	$10,480	$10,040	$9,640	$8,360	$7,840	$10,040
Third quartile mean salary	8,240			8,220	8,560	7,980	9,640	7,660	7,840	9,280
Median mean salary	7,530	(1/)	(1/)	7,530	8,560	7,600	7,840	7,400	7,580	7,600
First quartile mean salary	7,100			6,930	8,240	6,760	7,380	6,760	5,830	6,230
Minimum mean salary	5,680			5,680	8,240	4,210	6,630	4,210	5,830	5,560
Mean salary	7,770			7,530	8,830	7,530	8,230	6,920	6,940	7,870
Assistant Professor										
Number: Institutions	29	3	4	17	5	42	10	11	10	11
Individuals	373	52	28	242	51	509	160	133	94	122
Maximum mean salary	$10,670			$8,180	$8,730	$8,850	$7,510	$7,160	$7,200	$8,850
Third quartile mean salary	7,370			6,600	7,480	7,150	7,150	7,090	7,090	7,240
Median mean salary	6,470	(1/)	(1/)	6,380	7,370	6,370	6,880	6,620	6,260	6,320
First quartile mean salary	6,380			6,380	7,370	6,040	6,050	5,400	6,260	5,740
Minimum mean salary	5,450			5,450	7,180	4,160	5,910	4,160	5,190	5,100
Mean salary	6,810			6,570	7,480	6,510	6,690	6,150	6,300	6,810
Instructor										
Number: Institutions	20	3	1	14	2	36	9	10	7	10
Individuals	158	13	20	111	14	356	23	97	74	92
Maximum mean salary	$8,030			$7,000		$7,450	$6,550	$6,530	$6,150	$7,450
Third quartile mean salary	5,260			6,010		5,960	5,960	6,320	5,470	6,090
Median mean salary	5,600	(1/)	(1/)	5,460	(1/)	5,470	5,790	5,450	5,470	4,720
First quartile mean salary	5,370			5,370		5,280	5,280	3,950	5,470	3,540
Minimum mean salary	3,630			3,630		3,540	4,850	3,950	4,000	3,540
Mean salary	5,740			5,590		5,360	5,740	5,430	5,420	4,880
Four Faculty Ranks Combined										
Number: Institutions	41	5	8	19	9	51	12	15	12	12
Individuals	1,068	137	114	652	165	1,797	526	435	329	507
Maximum mean salary	$14,000	$12,310	$14,000	$11,070	$13,520	$12,800	$10,950	$11,730	$8,840	$12,810
Third quartile mean salary	8,050	8,940	9,020	7,370	8,130	8,320	10,130	7,310	8,210	12,810
Median mean salary	7,040	6,850	7,020	6,910	8,130	7,110	7,440	6,830	6,310	7,300
First quartile mean salary	6,840	6,850	7,020	6,710	8,050	6,310	6,620	5,830	6,040	6,100
Minimum mean salary	5,700	6,850	7,020	5,700	8,050	4,180	5,880	4,180	5,930	4,670
Mean salary	7,610	7,760	7,960	7,250	8,710	7,380	8,180	6,510	6,860	8,350

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 11A.--Salaries (9-10 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 2,500-4,999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	10	4	1	1	4	6	3	1	2	0
Individuals	16	9	1	1	5	16	6	1	9	0
Maximum mean salary	$15,000					$16,000				
Third quartile mean salary	13,720					11,600				
Median mean salary	13,140	(1/)	(1/)	(1/)	(1/)	10,400	(1/)	(1/)	(1/)	
First quartile mean salary	8,780					9,000				
Minimum mean salary	8,780					9,000				
Mean salary	12,210					11,150				
Professor										
Number: Institutions	64	8	18	19	19	25	12	4	4	5
Individuals	1,789	239	459	518	573	693	462	85	107	39
Maximum mean salary	$11,830	$10,690	$11,830	$9,500	$11,650	$15,060	$15,060			$10,030
Third quartile mean salary	10,040	10,670	9,790	8,160	10,590	15,060	15,060			8,290
Median mean salary	8,850	10,550	9,400	8,050	8,850	9,930	11,190	(1/)	(1/)	7,800
First quartile mean salary	8,100	10,040	8,570	7,760	8,290	8,940	9,740			7,800
Minimum mean salary	6,270	8,020	7,370	6,270	7,650	6,010	8,310			6,010
Mean salary	9,130	10,030	9,410	8,170	9,400	10,900	12,140			7,970
Associate Professor										
Number: Institutions	67	8	18	20	21	25	12	4	4	5
Individuals	2,364	295	566	770	733	619	347	85	127	60
Maximum mean salary	$10,000	$9,460	$10,000	$7,610	$8,850	$10,030	$10,030			$7,930
Third quartile mean salary	8,220	8,410	8,450	7,260	8,570	8,360	10,030			7,500
Median mean salary	7,610	8,290	8,130	7,030	7,810	7,600	8,360	(1/)	(1/)	6,400
First quartile mean salary	7,030	8,180	7,300	6,510	7,530	7,290	7,530			6,400
Minimum mean salary	6,000	7,050	6,740	6,000	6,450	4,830	6,610			4,830
Mean salary	7,640	8,270	7,940	6,930	7,920	7,860	8,450			6,580
Assistant Professor										
Number: Institutions	68	8	18	21	21	26	13	4	4	5
Individuals	3,308	391	947	919	1,051	821	479	144	119	79
Maximum mean salary	$8,450	$8,420	$8,450	$6,620	$7,410	$7,650	$7,650			$6,910
Third quartile mean salary	7,110	7,130	7,430	6,280	7,110	6,980	7,630			6,910
Median mean salary	6,590	6,970	6,910	5,990	6,620	6,610	6,810	(1/)	(1/)	6,210
First quartile mean salary	6,210	6,790	6,500	5,810	6,350	6,200	6,490			5,810
Minimum mean salary	5,290	6,120	5,940	5,290	5,660	5,130	5,960			5,130
Mean salary	6,650	7,070	7,020	6,020	6,720	6,640	6,950			6,190
Instructor										
Number: Institutions	68	8	18	21	21	26	13	4	4	5
Individuals	2,026	194	610	566	656	553	337	77	79	60
Maximum mean salary	$8,880	$6,900	$7,660	$8,880	$8,360	$6,290	$6,290			$5,620
Third quartile mean salary	6,020	6,900	6,480	5,250	5,730	6,000	6,290			5,400
Median mean salary	5,570	5,690	6,270	5,090	5,550	5,500	5,760	(1/)	(1/)	4,960
First quartile mean salary	5,190	5,570	5,580	4,870	5,200	5,100	5,620			4,540
Minimum mean salary	4,350	4,980	4,820	4,350	5,000	4,410	5,190			4,470
Mean salary	5,230	5,940	6,170	5,340	5,590	5,580	5,870			5,050
Four Faculty Ranks Combined										
Number: Institutions	68	8	18	21	21	26	13	4	4	5
Individuals	9,487	1,119	2,582	2,773	3,013	2,697	1,636	391	432	238
Maximum mean salary	$9,070	$8,500	$9,070	$8,090	$8,770	$10,670	$10,670			7,230
Third quartile mean salary	7,840	8,150	8,040	6,840	7,890	9,000	10,670			6,410
Median mean salary	6,960	7,810	7,570	6,510	6,950	7,410	8,000	(1/)	(1/)	6,410
First quartile mean salary	6,560	7,690	6,770	6,100	6,650	6,690	7,290			5,900
Minimum mean salary	5,360	6,840	6,320	5,360	5,460	5,000	6,260			5,000
Mean salary	7,170	7,820	7,450	6,530	7,270	7,800	8,520			6,290

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 118.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 2,500-4,999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	49	4	13	18	14	21	7	6	2	6
Individuals	131	4	31	57	39	60	18	20	6	16
Maximum mean salary	$16,320		$16,320	$14,000	$16,160	$16,800	$16,800	$13,280		$14,630
Third quartile mean salary	13,370		12,920	12,180	14,510	13,000	12,700	13,000		12,840
Median mean salary	12,360	(1/)	12,470	11,940	13,770	12,100	12,000	12,100	(1/)	12,680
First quartile mean salary	11,870		12,250	10,120	12,800	11,500	11,500	11,770		9,970
Minimum mean salary	8,940		10,500	8,940	9,300	7,100	7,100	10,350		9,630
Mean salary	12,590		12,810	11,610	13,770	12,070	11,560	12,200		12,150
Professor										
Number: Institutions	36	2	12	13	9	12	4	3	1	4
Individuals	593	16	158	211	208	238	119	69	5	45
Maximum mean salary	$15,130		$15,130	$11,100	$13,890	$12,520				
Third quartile mean salary	11,070		10,850	11,070	11,670	12,520				
Median mean salary	10,950	(1/)	9,800	11,070	10,950	9,900	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	9,800		9,290	9,580	10,330	9,480				
Minimum mean salary	9,030		9,180	9,030	10,330	8,000				
Mean salary	10,810		10,680	10,450	11,220	10,560				
Associate Professor										
Number: Institutions	35	2	12	11	10	11	4	3	1	3
Individuals	540	24	152	187	177	257	108	85	5	59
Maximum mean salary	$13,000		$12,240	$10,750	$13,000	$8,990				
Third quartile mean salary	9,110		9,080	9,110	9,490	8,400				
Median mean salary	8,770	(1/)	8,290	9,110	9,370	8,210	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	8,290		8,290	8,000	8,390	8,160				
Minimum mean salary	7,760		7,770	7,760	8,390	6,970				
Mean salary	8,830		8,710	8,610	9,160	8,200				
Assistant Professor										
Number: Institutions	33	1	12	12	8	12	5	3	1	3
Individuals	611	17	166	199	229	321	125	129	3	64
Maximum mean salary	$11,200		$11,200	$8,450	$8,990	$8,080	$8,080			
Third quartile mean salary	8,020		8,020	7,510	8,380	7,900	7,510			
Median mean salary	7,510	(1/)	7,550	7,480	7,530	7,120	6,670	(1/)	(1/)	(1/)
First quartile mean salary	7,290		7,350	6,950	7,290	6,670	6,670			
Minimum mean salary	6,000		7,350	6,000	7,290	6,350	6,600			
Mean salary	7,620		7,770	7,300	7,800	7,190	7,070			
Instructor										
Number: Institutions	30	2	10	11	7	10	4	3	0	3
Individuals	227	5	94	60	68	173	56	90	0	27
Maximum mean salary	$9,240		$9,240	$7,180	$8,400	$7,630				
Third quartile mean salary	6,970		6,970	6,450	6,440	6,400				
Median mean salary	6,340	(1/)	6,790	6,290	6,340	6,130	(1/)	(1/)		(1/)
First quartile mean salary	5,950		6,070	5,920	5,950	5,560				
Minimum mean salary	4,200		5,870	4,200	5,950	5,360				
Mean salary	6,470		6,730	6,200	6,330	6,060				
Four Faculty Ranks Combined										
Number: Institutions	40	2	14	14	10	13	5	3	1	4
Individuals	1,971	62	570	657	682	989	408	373	13	195
Maximum mean salary	$14,150		$14,150	$10,440	$13,450	$12,500	$8,790			
Third quartile mean salary	9,240		8,860	9,240	9,120	8,790	8,790			
Median mean salary	8,560	(1/)	8,150	8,860	8,680	8,120	8,790	(1/)	(1/)	(1/)
First quartile mean salary	8,150		8,150	7,750	8,290	7,500	8,440			
Minimum mean salary	6,700		7,780	6,700	8,290	6,600	6,600			
Mean salary	8,800		8,690	8,620	9,050	8,070	8,540			

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 12A.--Salaries (9-10 months) for deans and faculty members in 4-YEAR UNDERGRADUATE COLLEGES with enrollment of 5,000-9,999, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	4	1	1	0	2	5	2	2	1	0
Individuals	16	3	6	0	7	21	5	13	3	0
Maximum mean salary						$17,700				
Third quartile mean salary						$16,600				
Median mean salary	(1/)	(1/)	(1/)		(1/)	13,700	(1/)	(1/)	(1/)	
First quartile mean salary						9,150				
Minimum mean salary						7,100				
Mean salary						13,020				
Professor										
Number: Institutions	44	5	13	14	12	32	16	10	2	4
Individuals	2,364	254	550	937	623	1,436	542	437	181	276
Maximum mean salary	$12,430	$11,050	$11,070	$11,320	$12,430	$14,570	$14,570	$12,410		
Third quartile mean salary	10,740	10,740	9,880	10,210	11,580	14,000	14,570	12,410		
Median mean salary	9,880	10,460	9,630	9,790	10,760	12,410	12,420	10,420	(1/)	(1/)
First quartile mean salary	8,980	9,980	8,950	8,500	9,310	9,630	9,570	9,630		
Minimum mean salary	7,500	9,380	7,800	7,500	8,630	6,920	6,920	8,450		
Mean salary	9,880	10,320	9,370	9,600	10,580	11,590	11,670	11,000		
Associate Professor										
Number: Institutions	43	5	12	14	12	32	16	10	2	4
Individuals	2,251	246	519	795	691	1,344	616	416	154	158
Maximum mean salary	$9,560	$9,170	$8,920	$8,660	$9,560	$10,040	$9,450	$9,360		
Third quartile mean salary	8,510	8,620	8,500	8,300	8,570	9,320	9,110	8,600		
Median mean salary	8,300	9,420	8,390	7,810	8,570	8,190	7,870	8,130	(1/)	(1/)
First quartile mean salary	7,620	8,190	7,910	6,800	8,490	7,640	7,640	7,720		
Minimum mean salary	6,530	7,670	7,000	6,530	7,810	6,000	6,580	7,000		
Mean salary	8,060	8,410	8,210	7,610	7,150	8,320	8,210	8,250		
Assistant Professor										
Number: Institutions	44	5	13	14	12	32	16	10	2	4
Individuals	3,522	325	1,159	1,012	1,026	1,716	867	504	144	201
Maximum mean salary	$8,780	$7,690	$8,780	$7,150	$7,520	$7,820	$7,810	$7,740		
Third quartile mean salary	7,260	7,230	7,410	7,070	7,390	7,420	7,510	7,200		
Median mean salary	7,060	7,230	7,260	6,410	7,060	6,820	6,800	6,820	(1/)	(1/)
First quartile mean salary	6,700	7,070	6,860	5,890	6,700	6,200	6,190	6,440		
Minimum mean salary	5,550	6,760	6,000	5,550	5,950	5,650	5,800	5,680		
Mean salary	6,960	7,180	7,240	6,480	7,030	6,810	6,750	6,890		
Instructor										
Number: Institutions	44	5	13	14	12	32	16	10	2	4
Individuals	1,978	222	644	676	436	994	608	229	73	84
Maximum mean salary	$7,560	$6,040	$7,560	$5,830	$6,400	$8,280	$8,280	$6,180		
Third quartile mean salary	6,040	6,040	6,840	5,520	5,660	5,830	5,810	6,180		
Median mean salary	5,580	5,940	6,060	5,190	5,490	5,600	5,560	5,780	(1/)	(1/)
First quartile mean salary	5,190	5,780	5,580	4,550	5,150	5,240	5,240	5,500		
Minimum mean salary	4,140	5,460	5,400	4,140	5,150	4,110	4,850	5,140		
Mean salary	5,610	5,870	6,190	5,050	5,510	5,590	5,600	5,740		
Four Faculty Ranks Combined										
Number: Institutions	44	5	13	14	12	32	16	10	2	4
Individuals	10,242	1,050	$2,949	3,470	2,776	5,490	2,443	1,586	552	719
Maximum mean salary	$9,410	$8,590	$8,420	$9,410	$8,940	$10,850	$10,730	$9,810		
Third quartile mean salary	8,160	8,250	8,040	8,160	8,500	9,530	9,500	9,810		
Median mean salary	7,720	7,800	7,620	7,090	8,200	7,790	7,310	8,000	(1/)	(1/)
First quartile mean salary	7,040	7,800	7,200	6,120	7,180	6,960	6,960	7,360		
Minimum mean salary	5,730	7,260	6,920	5,730	6,700	5,190	5,950	6,480		
Mean salary	7,620	7,950	7,610	7,290	7,920	8,200	7,810	8,210		

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 128.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 5,000-9,999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	39	5	10	13	11	27	14	9	1	3
Individuals	189	21	44	73	51	96	48	29	9	10
Maximum mean salary	$18,930	$17,600	$18,930	$16,700	$18,530	$21,000	$19,250	$16,000		
Third quartile mean salary	15,310	14,500	15,360	14,760	16,690	14,340	14,340	13,780		
Median mean salary	14,610	13,560	13,650	14,200	15,290	13,000	12,630	13,000	(1/)	(1/)
First quartile mean salary	13,560	13,000	12,940	13,560	14,220	12,170	11,700	12,500		
Minimum mean salary	11,810	13,000	12,100	11,810	12,320	10,330	10,330	10,800		
Mean salary	14,710	14,500	14,580	14,240	15,590	13,580	13,190	13,040		
Professor										
Number: Institution	35	5	9	11	10	15	7	6	0	2
Individuals	1,121	106	288	371	356	238	71	104	0	63
Maximum mean salary	$14,340	$13,120	$14,340	$12,600	$13,640	$14,380	$10,640	$14,380		
Third quartile mean salary	13,120	12,410	13,140	12,600	13,640	10,640	10,300	11,460		
Median mean salary	11,950	11,950	13,140	11,450	12,790	9,280	9,200	9,800		(1/)
First quartile mean salary	10,760	10,670	11,890	10,460	7,840	8,970	8,200	9,280		
Minimum mean salary	7,840	10,670	10,050	9,880	7,840	8,200	8,200	9,040		
Mean salary	11,770	11,720	12,640	11,390	11,470	9,750	9,340	10,350		
Associate Professor										
Number: Institutions	34	5	10	11	8	15	7	6	0	2
Individuals	825	80	181	242	322	216	88	92	0	36
Maximum mean salary	$12,480	$9,950	$12,480	$10,300	$11,080	$10,240	$9,500	$10,240		
Third quartile mean salary	9,980	9,950	10,290	9,200	10,090	8,610	7,820	8,730		
Median mean salary	9,200	9,340	10,290	8,970	9,230	7,820	7,820	8,610		(1/)
First quartile mean salary	9,150	9,080	9,670	8,720	9,170	7,590	7,590	7,700		
Minimum mean salary	7,660	8,500	8,750	7,660	9,160	7,270	7,590	7,700		
Mean salary	9,450	9,150	10,100	8,880	9,580	8,060	7,850	8,530		
Assistant Professor										
Number: Institutions	34	5	9	11	9	14	6	6	0	2
Individuals	766	76	182	231	277	257	77	122	0	58
Maximum mean salary	$10,940	$8,300	$10,940	$8,240	$8,770	$8,730	$8,300	$8,730		
Third quartile mean salary	8,240	8,130	8,910	7,820	8,240	7,530	7,310	7,530		
Median mean salary	7,860	8,010	8,740	7,620	7,760	7,280	7,280	7,530		(1/)
First quartile mean salary	7,620	7,860	7,980	7,500	7,190	7,100	7,280	7,100		
Minimum mean salary	6,820	7,170	7,560	6,820	7,190	6,370	6,860	7,000		
Mean salary	7,980	7,860	8,590	7,640	7,890	7,150	7,290	7,350		
Instructor										
Number: Institutions	29	5	8	9	7	10	4	4	0	2
Individuals	290	20	94	86	90	118	36	69	0	13
Maximum mean salary	$10,080	$7,500	$10,080	$6,870	$7,860	$7,170				
Third quartile mean salary	6,820	6,920	7,510	6,200	6,650	6,440				
Median mean salary	6,340	6,920	6,810	6,130	6,340	6,100	(1/)	(1/)		(1/)
First quartile mean salary	6,130	6,210	6,640	5,870	5,710	6,100				
Minimum mean salary	4,620	5,000	6,620	4,620	5,710	5,230				
Mean salary	6,530	6,570	7,160	6,080	6,280	6,130				
Four Faculty Ranks Combined										
Number: Institutions	36	5	10	11	10	16	8	6	0	2
Individuals	3,002	282	745	930	1,045	829	272	387	0	170
Maximum mean salary	$13,300	$10,260	$13,300	$10,850	$12,280	$11,570	$9,490	$11,570		
Third quartile mean salary	10,260	10,020	10,960	9,850	10,980	8,440	7,640	8,830		
Median mean salary	9,640	10,020	10,960	9,370	9,550	7,640	7,640	8,320		(1/)
First quartile mean salary	8,930	9,160	9,640	8,770	8,030	7,470	7,510	7,230		
Minimum mean salary	7,450	8,720	7,450	7,980	8,030	6,760	6,760	7,230		
Mean salary	9,660	9,590	10,340	9,310	9,490	7,990	7,840	8,260		

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 13A.--Salaries (9-10 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 10,000 and over,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	5	1	1	1	2	1	1	0	0	0
Individuals	18	4	4	2	8	3	3	0	0	0
Maximum mean salary	$17,170									
Third quartile mean salary	16,230									
Median mean salary	15,900	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)			
First quartile mean salary	14,700									
Minimum mean salary	12,550									
Mean salary	15,550									
Professor										
Number: Institutions	46	8	18	5	15	16	10	3	1	2
Individuals	5,971	770	2,761	437	2,003	1,392	847	264	109	172
Maximum mean salary	$15,250	$15,250	$12,750	$11,990	$14,000	$17,900	$17,900			
Third quartile mean salary	12,690	15,220	12,670	11,090	12,940	12,820	12,690			
Median mean salary	11,780	14,790	11,810	10,510	11,440	11,990	11,990	(1/)	(1/)	(1/)
First quartile mean salary	11,110	10,570	11,600	9,780	11,150	9,400	11,520			
Minimum mean salary	7,770	9,500	9,860	7,770	8,170	8,060	8,060			
Mean salary	11,890	12,940	11,910	10,650	11,750	12,060	12,880			
Associate Professor										
Number: Institutions	46	8	18	5	15	16	10	3	1	2
Individuals	5,793	919	2,407	368	2,100	1,056	665	188	62	141
Maximum mean salary	$11,200	$11,200	$10,720	$8,610	$9,700	$11,100	$11,100			
Third quartile mean salary	9,250	10,850	9,070	8,520	9,330	9,100	9,100			
Median mean salary	8,870	10,650	8,950	8,130	8,740	8,550	8,550	(1/)	(1/)	(1/)
First quartile mean salary	8,520	8,340	8,780	8,130	8,220	7,700	8,100			
Minimum mean salary	6,930	7,550	7,720	7,670	6,930	6,690	7,220			
Mean salary	8,930	9,720	8,940	8,230	8,700	8,440	8,630			
Assistant Professor										
Number: Institutions	46	8	18	5	15	17	10	4	1	2
Individuals	6,935	1,204	2,771	502	2,458	1,208	700	238	100	170
Maximum mean salary	$9,660	$9,660	$7,970	$7,020	$7,570	$8,200	$8,200			
Third quartile mean salary	7,530	9,100	7,530	6,950	7,400	7,220	7,220			
Median mean salary	7,320	8,420	7,430	6,930	7,300	6,900	6,970	(1/)	(1/)	(1/)
First quartile mean salary	7,060	6,650	7,300	6,930	6,930	6,440	6,440			
Minimum mean salary	6,210	6,300	6,660	6,520	6,210	6,060	6,150			
Mean salary	7,390	8,010	7,390	6,890	7,190	6,900	6,990			
Instructor										
Number: Institutions	46	8	18	5	15	17	10	4	1	2
Individuals	4,081	1,148	1,867	362	704	945	627	143	50	125
Maximum mean salary	$7,310	$7,310	$6,230	$5,770	$6,510	$6,600	$6,600			
Third quartile mean salary	6,180	7,070	6,160	5,770	5,700	5,880	5,880			
Median mean salary	5,770	6,510	5,970	5,570	5,600	5,660	5,660	(1/)	(1/)	(1/)
First quartile mean salary	5,540	5,740	5,660	5,230	5,210	5,570	5,600			
Minimum mean salary	4,700	5,090	4,730	4,700	4,800	4,670	4,790			
Mean salary	5,900	6,370	5,840	5,400	5,520	5,650	5,720			
Four Faculty Ranks Combined										
Number: Institutions	46	8	18	5	15	17	10	4	1	2
Individuals	22,780	4,041	9,806	1,669	7,264	4,601	2,839	833	321	608
Maximum mean salary	$10,490	$10,300	$9,690	$8,800	$10,490	$13,060	$13,060			
Third quartile mean salary	9,340	10,180	9,340	7,890	9,690	9,790	9,790			
Median mean salary	8,780	9,460	8,790	7,860	8,420	8,340	8,820	(1/)	(1/)	(1/)
First quartile mean salary	7,960	7,690	8,310	7,860	8,000	7,080	7,420			
Minimum mean salary	5,810	6,840	7,420	5,810	6,110	6,080	6,480			
Mean salary	8,700	8,880	8,750	7,840	8,720	8,520	8,780			

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 138.--Salaries (11-12 months) for deans and faculty members in
4-YEAR UNDERGRADUATE COLLEGES
with enrollment of 10,000 and over,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	44	8	18	5	13	14	9	3	1	1
Individuals	242	28	113	36	65	100	70	15	5	10
Maximum mean salary	$21,900	$20,600	$21,900	$16,600	$20,320	$18,780	$18,780			
Third quartile mean salary	19,360	18,830	19,780	14,680	16,140	17,070	17,070			
Median mean salary	16,380	15,880	18,490	14,250	15,300	15,050	15,050	(1/)	(1/)	(1/)
First quartile mean salary	14,740	14,840	16,730	13,600	14,600	11,730	12,000			
Minimum mean salary	12,600	14,780	12,600	13,600	13,770	11,600	11,730			
Mean salary	16,920	17,090	18,190	14,350	16,040	14,610	14,980			
Professor										
Number: Institutions	35	4	15	5	11	9	5	2	1	1
Individuals	2,352	372	1,125	320	535	320	263	48	8	1
Maximum mean salary	$15,820		$15,760	$13,140	$15,820	$14,070	$14,070			
Third quartile mean salary	14,140		14,140	11,450	15,820	12,980	12,980			
Median mean salary	12,950	(1/)	13,810	10,980	14,210	12,980	12,980	(1/)	(1/)	(1/)
First quartile mean salary	11,430		12,950	10,980	11,430	12,980	12,980			
Minimum mean salary	10,630		10,630	10,760	10,900	9,870	9,870			
Mean salary	12,900		13,310	11,350	13,690	12,400	12,870			
Associate Professor										
Number: Institutions	31	4	15	5	7	8	5	2	1	0
Individuals	1,762	291	912	259	300	218	163	50	5	0
Maximum mean salary	$11,540		$11,540	$9,960	$11,260	$11,100	$11,100			
Third quartile mean salary	10,700		10,700	9,760	11,260	10,470	10,470			
Median mean salary	9,760	(1/)	10,610	8,920	9,660	10,470	10,470	(1/)	(1/)	
First quartile mean salary	9,060		10,060	8,920	9,400	9,870	9,870			
Minimum mean salary	8,240		8,240	8,860	8,400	6,420	7,900			
Mean salary	9,940		10,310	9,210	10,190	9,940	10,190			
Assistant Professor										
Number: Institutions	31	4	15	5	7	7	3	2	1	1
Individuals	1,807	282	980	253	292	206	168	28	6	4
Maximum mean salary	$9,540		$9,540	$8,280	$9,140	$9,190				
Third quartile mean salary	8,830		9,030	8,140	8,910	9,190				
Median mean salary	8,170	(1/)	8,720	7,830	8,360	9,190	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	7,890		8,100	7,410	7,970	7,900				
Minimum mean salary	6,870		6,960	7,410	6,870	7,110				
Mean salary	8,270		8,490	7,740	8,380	8,650				
Instructor										
Number: Institutions	29	4	14	4	7	7	3	2	1	1
Individuals	938	162	598	133	45	27	13	3	6	5
Maximum mean salary	$8,080		$8,080		$7,310	$6,730				
Third quartile mean salary	6,960		6,960		6,900	6,250				
Median mean salary	6,620	(1/)	6,840	(1/)	6,030	5,880	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	6,320		6,840		6,030	5,470				
Minimum mean salary	4,000		5,260		5,940	4,500				
Mean salary	6,630		6,790		6,280	5,970				
Four Faculty Ranks Combined										
Number: Institutions	35	4	15	5	11	9	5	2	1	1
Individuals	6,874	1,107	3,630	965	1,172	771	607	129	25	10
Maximum mean salary	$14,210		$13,390	$11,530	$14,210	$13,300	$13,300			
Third quartile mean salary	10,810		11,050	9,430	12,930	11,240	11,240			
Median mean salary	9,610	(1/)	10,560	9,400	11,030	11,240	11,240	(1/)	(1/)	(1/)
First quartile mean salary	9,230		9,610	8,800	9,480	9,470	11,240			
Minimum mean salary	8,150		8,150	8,800	8,420	7,130	9,130			
Mean salary	10,070		10,180	9,140	11,200	10,480	10,890			

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 14A.--Salaries (9-10 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment below 500,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	21	2	10	1	8	19	3	4	11	1
Individuals	27	2	11	1	13	23	5	4	13	1
Maximum mean salary	$14,160		$9,850		$14,160	$10,500			$10,500	
Third quartile mean salary	9,010		8,200		9,330	7,000			7,200	
Median mean salary	8,400	(1/)	7,600	(1/)	8,980	5,770	(1/)	(1/)	5,770	(1/)
First quartile mean salary	7,500		7,450		8,520	5,050			5,050	
Minimum mean salary	5,910		6,900		6,850	2,160			2,160	
Mean salary	8,400		7,910		9,140	6,060			6,300	
All Instructional Personnel										
Number: Institutions	108	17	51	13	27	80	24	13	37	6
Individuals	1,640	397	538	229	476	1,189	432	171	550	36
Maximum mean salary	$9,890	$7,780	$7,270	$5,489	$9,890	9,350	$6,690	$9,350	$5,370	$5,520
Third quartile mean salary	6,660	7,270	6,280	5,260	6,780	5,370	5,970	5,040	4,760	5,330
Median mean salary	6,100	6,660	5,850	5,130	6,320	4,830	5,760	4,990	4,500	5,330
First quartile mean salary	5,500	6,570	5,580	4,330	5,670	4,260	5,100	4,730	3,990	3,540
Minimum mean salary	3,740	5,700	4,860	3,740	4,620	2,510	2,510	3,600	2,790	3,290
Mean salary	6,170	6,870	6,010	4,800	6,420	4,850	5,450	5,010	4,340	4,600

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 14B.--Salaries (11-12 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment below 500,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	35	5	14	9	7	52	13	8	24	7
Individuals	40	5	15	11	9	60	19	8	26	7
Maximum mean salary	$11,500	$10,200	$11,500	$8,090	$10,200	$15,000	$15,000	$9,000	$8,600	$9,440
Third quartile mean salary	9,470	10,000	9,200	8,090	9,470	7,750	8,000	7,800	7,000	8,040
Median mean salary	8,400	9,600	8,400	7,160	9,470	6,850	7,750	6,620	6,210	7,030
First quartile mean salary	7,600	9,500	7,750	6,200	8,650	6,000	7,070	6,000	5,700	6,000
Minimum mean salary	5,300	8,800	7,100	5,300	7,500	5,000	5,130	5,400	5,000	5,540
Mean salary	8,410	9,620	8,620	7,010	9,070	7,030	7,830	7,120	6,400	7,090
All Instructional Personnel										
Number: Institutions	19	1	5	7	6	33	9	7	10	7
Individuals	144	6	32	65	41	345	68	139	52	86
Maximum mean salary	$8,960		$8,260	$7,160	$8,300	$8,000	$8,000	$7,030	$6,300	$6,820
Third quartile mean salary	6,640		8,260	5,530	6,640	6,480	5,680	6,480	5,200	6,480
Median mean salary	5,530	(1/)	8,260	4,820	5,670	5,680	5,670	6,480	4,460	5,330
First quartile mean salary	4,820		6,550	4,110	5,120	4,800	3,750	5,240	3,450	3,970
Minimum mean salary	4,110		5,800	4,110	4,630	3,450	3,750	4,800	3,450	3,970
Mean salary	5,960		7,460	4,980	5,910	5,450	5,130	6,050	4,310	5,330

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 15A.--Salaries (9-10 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment of 500-999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	8	1	2	3	2	2	1	0	1	0
Individuals	17	9	2	3	3	2	1	0	1	0
Maximum mean salary	$11,250									
Third quartile mean salary	9,900									
Median mean salary	8,270	(1/)	(1/)	(1/)	(1/)	(1/)	(1/)		(1/)	
First quartile mean salary	8,270									
Minimum mean salary	6,800									
Mean salary	9,070									
All Instructional Personnel										
Number: Institutions	43	3	10	13	17	11	5	1	3	2
Individuals	1,385	162	238	387	598	250	117	18	70	45
Maximum mean salary	$8,390		$8,390	$6,500	$8,230	$7,040	$7,040			
Third quartile mean salary	6,670		7,500	5,600	7,460	5,970	5,970			
Median mean salary	6,270	(1/)	6,430	5,000	6,310	5,800	5,930	(1/)	(1/)	(1/)
First quartile mean salary	5,600		6,370	4,600	5,760	5,320	5,800			
Minimum mean salary	3,130		5,970	3,130	5,050	4,320	5,760			
Mean salary	6,190		6,810	5,040	6,590	5,660	6,050			

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 15B.--Salaries (11-12 months) for deans and faculty members in
JUNIOR COLLEGES
with enrollment of 500-999,
by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	19	2	3	7	7	10	5	3	0	2
Individuals	21	2	3	8	8	14	6	6	0	2
Maximum mean salary	$12,000			$10,700	$11,710	$10,500	$10,500			
Third quartile mean salary	10,700			9,000	10,200	9,170	10,000			
Median mean salary	9,400	(1/)	(1/)	8,300	9,700	8,100	9,170	(1/)		(1/)
First quartile mean salary	8,300			5,600	8,100	8,000	7,350			
Minimum mean salary	5,600			5,600	8,100	6,200	7,350			
Mean salary	9,270			8,150	9,740	8,420	8,980			
All Instructional Personnel										
Number: Institutions	15	2	2	5	6	10	4	3	2	1
Individuals	88	10	19	33	26	183	92	62	28	1
Maximum mean salary	$10,210			$7,450	$10,210	$8,170				
Third quartile mean salary	7,910			5,700	7,390	5,750				
Median mean salary	7,050	(1/)	(1/)	5,700	7,390	5,600	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	5,700			4,950	7,000	5,290				
Minimum mean salary	4,950			4,950	5,200	5,090				
Mean salary	6,850			5,780	7,310	5,530				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 16A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 1,000-2,499, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	3	1	0	0	2	3	1	0	1	1
Individuals	8	1	0	0	7	4	2	0	1	1
Maximum mean salary										
Third quartile mean salary										
Median mean salary	(1/)	(1/)			(1/)	(1/)	(1/)		(1/)	(1/)
First quartile mean salary										
Minimum mean salary										
Mean salary										
All Instructional Personnel										
Number: Institutions	34	2	11	2	19	7	3	1	2	1
Individuals	1,780	126	536	108	1,010	472	198	134	76	64
Maximum mean salary	$9,180		$8,150		$9,180	$6,320				
Third quartile mean salary	7,700		7,700		7,470	5,890				
Median mean salary	7,050	(1/)	7,450	(1/)	6,770	5,820	(1/)	(1/)	(1/)	(1/)
First quartile mean salary	6,380		7,050		6,100	5,820				
Minimum mean salary	4,760		5,750		4,760	4,430				
Mean salary	7,130		7,380		7,020	5,750				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 16B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 1,000-2,499, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	13	2	3	1	7	5	2	1	2	0
Individuals	18	2	6	1	9	10	7	1	2	0
Maximum mean salary	$13,710				$12,900	$12,000				
Third quartile mean salary	13,500				11,640	10,620				
Median mean salary	11,640	(1/)	(1/)	(1/)	10,940	10,620	(1/)	(1/)	(1/)	
First quartile mean salary	10,500				10,500	9,600				
Minimum mean salary	8,500				8,500	6,900				
Mean salary	11,700				10,890	10,160				
All Instructional Personnel										
Number: Institutions	15	3	5	1	6	6	2	2	2	0
Individuals	277	91	28	1	157	87	48	25	14	0
Maximum mean salary	$11,110		$11,110		$10,450	$9,030				
Third quartile mean salary	8,630		9,240		8,600	6,270				
Median mean salary	8,600	(1/)	9,240	(1/)	8,600	6,240	(1/)	(1/)	(1/)	
First quartile mean salary	7,460		8,720		5,980	6,240				
Minimum mean salary	5,980		7,440		5,980	5,560				
Mean salary	8,040		9,030		7,840	6,500				

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 17A.--Salaries (9-10 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 2,500 and over, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	4	0	0	0	4	0	0	0	0	0
Individuals	11	0	0	0	11	0	0	0	0	0
Maximum mean salary										
Third quartile mean salary										
Median mean salary	(1/)				(1/)					
First quartile mean salary										
Minimum mean salary										
Mean salary										
All Instructional Personnel										
Number: Institutions	24	0	3	1	20	0	0	0	0	0
Individuals	3,797	0	416	97	3,284	0	0	0	0	0
Maximum mean salary	$9,060				$9,060					
Third quartile mean salary	8,340				8,420					
Median mean salary	8,230		(1/)	(1/)	8,340					
First quartile mean salary	8,000				8,020					
Minimum mean salary	5,780				5,940					
Mean salary	8,070				8,190					

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 17B.--Salaries (11-12 months) for deans and faculty members in JUNIOR COLLEGES with enrollment of 2,500 and over, by control and region: Contiguous States, 1961-62

Academic rank	Public					Private				
	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest	Total	North Atlantic	Great Lakes & Plains	Southeast	West & Southwest
Dean										
Number: Institutions	13	1	1	0	11	0	0	0	0	0
Individuals	27	1	2	0	24	0	0	0	0	0
Maximum mean salary	$16,000				$16,000					
Third quartile mean salary	14,400				14,400					
Median mean salary	13,570	(1/)	(1/)		13,570					
First quartile mean salary	11,480				11,480					
Minimum mean salary	9,420				9,420					
Mean salary	12,810				12,990					
All Instructional Personnel										
Number: Institutions	11	1	1	1	8	0	0	0	0	0
Individuals	463	148	30	45	240	0	0	0	0	0
Maximum mean salary	$10,450				$10,450					
Third quartile mean salary	9,170				9,430					
Median mean salary	9,170	(1/)	(1/)	(1/)	7,850					
First quartile mean salary	7,850				7,850					
Minimum mean salary	6,500				6,500					
Mean salary	8,630				8,510					

1/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Chapter 4

Salaries of Deans and Faculty Members in Professional and Graduate Colleges

Salaries for deans and faculty members in professional and graduate colleges were obtained on separate schedules and are reported in table 18, again the 9-10-month on the "A" table and the 11-12-month on the "B" table. Because of the small number of institutions involved, the data were not analyzed by institutional control or size.

In addition to the schools listed (dentistry, engineering, law, medicine, pharmacy, and veterinary medicine), the "other professional and graduate" group combines data on faculty in fine arts, theology, nursing, social work, library science, chiropody, optometry, osteopathy, forestry, public health, international studies, education, business, public administration, and engineering.

It will be noted that for all medically related professions, the faculty is preponderantly on an 11-12-month basis. Among colleges of dentistry, the number of faculty on a 9-10-month basis is 11 percent of the number on an 11-12-month basis; among colleges of veterinary medicine, 6 percent; among colleges of preclinical medicine, 18 percent; and among colleges of clinical medicine, 6 percent. In other fields, the major portion of the faculty is employed on a 9-10-month basis. For the four faculty ranks combined, the three highest 9-10-month mean salaries are paid to faculties in law ($11,950), clinical medicine ($11,780), and preclinical medicine ($10,770); the three highest 11-12-month salaries are in clinical medicine ($12,590), preclinical medicine ($11,270), and engineering ($10,820).

An indication of the staffing pattern of these institutions is shown in the following list, which presents the percent of total faculty holding professorships for each college group in table 18, both for 9-10-month and 11-12-month service. Colleges are listed by these percentages in descending order. The low ranking for clinical medicine here, as compared to its high-salary ranking, reflects the high salary rates for <u>all</u> faculty ranks among clinical medicine faculties.

Full professorships

9-10-month service		11-12-month service	
Type of school, by rank	Percent of total faculty	Type of school, by rank	Percent of total faculty
1. Law	65.0	1. Law	61.1
2. Veterinary medicine	36.4	2. Engineering	41.7
3. Other	34.3	3. Other	36.2
4. Preclinical medicine	32.0	4. Veterinary medicine	31.1
5. Engineering	28.5	5. Dentistry	30.1
6. Pharmacy	26.8	6. Pharmacy	28.0
7. Dentistry	25.8	7. Preclinical medicine	26.6
8. Clinical medicine	22.8	8. Clinical medicine	24.0

Table 18A.--Salaries (9-10 months) for deans and faculty members in PROFESSIONAL AND GRADUATE COLLEGES,[1] public and private combined: Contiguous States, 1961-62

Academic rank	Dentistry	Veterinary Medicine	Pharmacy	Medicine		Law	Engineering	Other Professional & Graduate Colleges
				Preclinical	Clinical			
Dean								
Number: Institutions	1	0	7	0	0	23	25	47
Individuals	1	0	7	0	0	27	51	56
Maximum mean salary			$15,920			$24,000	$20,000	$23,000
Third quartile mean salary			14,250			20,200	16,280	13,750
Median mean salary	(2/)		12,300			15,300	12,750	10,500
First quartile mean salary			11,600			12,100	10,700	6,600
Minimum mean salary			8,000			8,500	6,100	3,720
Mean salary			12,550			15,940	13,120	11,160
Professor								
Number: Institutions	7	5	46	13	6	93	139	135
Individuals	24	12	139	116	67	679	2,789	855
Maximum mean salary	$13,670	$11,530	$15,330	$17,510	$20,440	$19,000	$16,600	$18,000
Third quartile mean salary	12,010	10,980	10,650	15,280	20,440	16,450	13,050	13,600
Median mean salary	10,440	10,980	9,490	15,000	15,430	13,020	11,470	10,300
First quartile mean salary	10,440	8,710	9,130	13,750	13,210	11,130	10,190	8,900
Minimum mean salary	9,000	8,000	7,700	10,760	11,720	7,200	5,000	3,120
Mean salary	11,000	10,180	10,160	14,600	16,970	13,620	11,500	10,870
Associate Professor								
Number: Institutions	5	4	48	11	7	77	139	133
Individuals	23	6	165	95	72	201	2,676	670
Maximum mean salary	$12,000		$11,280	$11,940	$14,630	$15,180	$11,290	$14,000
Third quartile mean salary	11,000		8,780	11,500	14,630	10,930	9,300	9,920
Median mean salary	10,210	(2/)	7,790	10,040	14,500	9,500	8,670	8,500
First quartile mean salary	7,700		7,700	9,390	10,380	8,800	8,120	7,600
Minimum mean salary	7,700		6,000	8,380	8,150	6,000	4,690	3,180
Mean salary	9,690		8,260	10,430	12,700	9,870	8,680	8,570
Assistant Professor								
Number: Institutions	8	4	42	14	7	67	141	128
Individuals	24	12	146	110	98	140	2,588	658
Maximum mean salary	$9,500		$9,240	$9,550	$11,950	$12,500	$9,600	$10,000
Third quartile mean salary	7,900		7,600	9,100	11,290	8,780	7,580	7,790
Median mean salary	7,890	(2/)	7,080	8,500	11,290	8,000	7,180	7,150
First quartile mean salary	7,890		6,800	8,140	8,410	7,330	6,800	6,440
Minimum mean salary	5,410		5,600	5,730	6,910	5,800	4,120	2,500
Mean salary	7,880		7,230	8,500	9,900	8,100	7,170	7,070
Instructor								
Number: Institutions	4	1	30	9	8	12	132	76
Individuals	22	3	69	41	57	24	1,726	308
Maximum mean salary			$8,000	$7,520	$8,580	$7,500	$8,100	$7,880
Third quartile mean salary			5,790	7,250	8,160	6,000	5,930	6,090
Median mean salary	(2/)	(2/)	5,500	6,780	8,160	5,500	5,550	5,600
First quartile mean salary			4,900	5,910	7,500	5,500	5,370	5,200
Minimum mean salary			3,700	5,400	5,800	4,500	3,870	2,500
Mean salary			5,380	6,750	7,730	5,770	5,660	5,580
Four Faculty Ranks Combined								
Number: Institutions	10	7	58	16	8	99	146	166
Individuals	93	33	519	362	294	1,044	9,779	2,491
Maximum mean salary	$11,930	$9,540	$11,920	$12,680	$13,890	$18,660	$12,370	$14,090
Third quartile mean salary	9,380	8,690	8,730	11,650	12,770	14,410	9,880	10,520
Median mean salary	8,360	8,650	7,720	10,980	12,770	11,590	8,280	8,160
First quartile mean salary	8,360	8,650	7,630	9,440	10,210	9,950	7,600	7,020
Minimum mean salary	7,150	7,250	3,700	6,200	8,110	6,000	4,280	3,080
Mean salary	8,680	8,450	8,100	10,770	11,780	11,950	8,560	8,590

1/ The response rates by the professional and graduate schools identified above are: Dentistry--84 percent; Veterinary Medicine--89 percent; Pharmacy--91 percent; Preclinical and Clinical Medicine--82 percent Law--84 percent; and Engineering--66 percent.

2/ To prevent the association of salaries with particular institutions, salaries have been omitted when fewer than five institutions appear in a category.

Table 18B.--Salaries (11-12 months) for deans and faculty members in PROFESSIONAL AND GRADUATE COLLEGES, 1/ public and private combined: Contiguous States, 1961-62

Academic rank	Dentistry	Veterinary Medicine	Pharmacy	Medicine		Law	Engineering	Other Professional & Graduate Colleges
				Preclinical	Clinical			
Dean								
Number: Institutions	36	16	59	0	58	84	114	172
Individuals	40	16	61	0	78	90	139	190
Maximum mean salary	$27,000	$21,500	$21,000		$36,000	$30,000	$25,000	$26,000
Third quartile mean salary	20,250	19,270	15,250		23,590	19,000	18,000	15,000
Median mean salary	18,500	18,200	13,700		20,000	15,900	15,500	12,100
First quartile mean salary	15,710	15,780	12,500		18,000	13,000	13,500	9,430
Minimum mean salary	10,000	11,200	9,500		9,500	9,000	6,360	3,840
Mean salary	18,460	17,470	14,290		20,960	16,350	15,860	12,810
Professor								
Number: Institutions	35	17	25	51	63	31	71	107
Individuals	260	179	68	540	1,168	99	699	694
Maximum mean salary	$18,760	$14,940	$17,200	$22,000	$33,000	$17,500	$18,500	$20,150
Third quartile mean salary	15,370	14,010	14,730	17,150	20,500	13,140	14,700	12,500
Median mean salary	13,200	13,310	12,330	15,250	17,120	12,040	13,370	9,800
First quartile mean salary	11,200	12,570	10,330	13,580	14,030	10,000	12,220	8,040
Minimum mean salary	9,500	8,900	8,400	9,500	9,500	8,500	6,180	3,280
Mean salary	13,310	13,210	12,570	15,270	17,630	11,730	13,450	10,800
Associate Professor								
Number: Institutions	36	17	24	51	60	11	52	103
Individuals	213	130	75	488	1,157	19	393	398
Maximum mean salary	$14,950	$12,180	$12,750	$16,000	$18,000	$13,500	$12,500	$18,000
Third quartile mean salary	11,670	11,290	10,670	12,420	15,280	10,580	11,450	11,710
Median mean salary	10,950	10,560	9,880	11,210	13,090	9,720	10,320	8,940
First quartile mean salary	9,670	11,110	8,500	9,830	11,510	9,000	9,680	7,560
Minimum mean salary	7,850	8,400	7,100	7,900	8,120	6,900	6,980	4,350
Mean salary	10,890	10,600	9,710	11,290	13,240	9,740	10,350	9,260
Assistant Professor								
Number: Institutions	35	17	20	51	61	15	49	96
Individuals	209	140	62	647	1,478	33	352	470
Maximum mean salary	$12,000	$10,410	$10,000	$12,000	$16,270	$10,700	$11,500	$13,500
Third quartile mean salary	9,880	9,470	8,760	9,990	12,470	8,400	9,190	8,780
Median mean salary	9,150	8,840	8,250	9,170	11,250	8,290	8,680	7,220
First quartile mean salary	8,110	8,370	7,650	8,430	10,160	7,940	7,950	6,400
Minimum mean salary	7,130	7,310	7,080	6,420	5,790	6,500	5,500	4,100
Mean salary	9,080	8,820	8,250	9,290	11,220	8,280	8,550	7,600
Instructor								
Number: Institutions	29	15	17	48	61	8	41	71
Individuals	167	127	34	297	1,061	11	232	378
Maximum mean salary	$9,800	$8,150	$10,510	$10,000	$14,000	$8,000	$8,720	$10,130
Third quartile mean salary	7,610	7,500	7,140	7,800	9,500	7,850	8,320	6,990
Median mean salary	6,930	2,220	6,270	7,370	8,450	6,900	6,820	5,700
First quartile mean salary	6,240	6,790	5,950	6,890	7,000	6,420	6,500	4,630
Minimum mean salary	5,000	6,410	4,400	5,200	3,670	6,000	5,100	3,100
Mean salary	6,910	7,210	6,630	7,330	8,240	6,970	7,090	5,850
Four Faculty Ranks Combined								
Number: Institutions	36	17	32	52	63	39	78	137
Individuals	850	576	239	2,029	4,864	162	1,676	1,919
Maximum mean salary	$16,860	$12,300	$17,200	$13,750	$16,980	$17,500	$18,500	$15,400
Third quartile mean salary	11,350	10,940	10,780	12,180	14,320	12,040	12,240	10,580
Median mean salary	10,260	10,200	9,480	11,210	12,670	10,720	10,710	8,390
First quartile mean salary	9,220	9,650	8,570	10,180	11,390	8,620	9,680	7,020
Minimum mean salary	6,750	7,280	6,000	8,570	8,150	6,000	5,330	3,280
Mean salary	10,410	10,230	9,700	11,270	12,590	10,470	10,820	8,760

1/ The response rates by the professional and graduate schools identified above are: Dentistry--84 percent; Veterinary Medicine--89 percent; Pharmacy--91 percent; Preclinical and Clinical Medicine--82 percent; Law--84 percent; and Engineering--66 percent.

Chapter 5

An Analysis of Adjusted and Unadjusted Salary Data

The average salaries of faculty and administrative personnel obtained from the original respondents to the survey questionnaire appear in the preceding sections of the report. Of the 1,964 colleges and universities queried, 1,486 (76 percent) responded. To determine the extent that the salary data reported by responding institutions, hereafter called unadjusted salary data, were representative of the survey universe, a follow-up was undertaken of a sample of the nonrespondents. In the follow-up study an abbreviated questionnaire (appendix C) was used to obtain salary information on academic deans on 11-12-month contracts, faculty personnel on 9-10-month contracts, and eight administrative positions on 11-12-month contracts. The questionnaire was mailed to all nonrespondents with 5,000 students or more and to a random sample of nonrespondents with fewer than 5,000 students, stratified by size, control, and level of offering (whether 4-year or 2-year). In all, there were 105 institutions included in the follow-up study. Of these 105 institutions, 97, or slightly over 92 percent, responded. This high response rate provided a reliable basis for assuming that the data obtained from the follow-up study are representative of the nonrespondent group. By combining the data representing the nonrespondents, weighted by the size factor (inflated to represent all nonrespondents), with the unadjusted data from the original respondents, estimates were derived, called adjusted salaries.

Adjusted and Unadjusted Salaries of Administrators

For the eight administrative positions included in the original respondent group and in the sample of nonrespondents, a comparison of adjusted average salaries with the unadjusted (see table 19) shows that for all institutions the adjusted salaries ranged from 6 percent lower than the unadjusted for Director of Library ($7,915 vs $8,418) to 1 percent higher than the unadjusted for Director of Development ($10,585 vs $10,488) In public institutions adjusted average salaries varied from 6 percent lower than the unadjusted for Chief Student Personnel Officer ($9,243 vs $9,861) to slightly higher than the unadjusted for Purchasing Agent ($8,023 vs $8,010). In private institutions the adjusted averages were from 5 percent lower than the unadjusted for Director of Library ($6,804 vs $7,168) to slightly higher for Director of Development ($10,433 vs $10,396). Whereas in public 4-year institutions adjusted average salaries ranged from 5 percent lower for Chief Student Personnel Officer to no change (actually $9 higher) for Purchasing Agent, in private 4-year institutions the adjusted average salaries were from 4 percent lower for three of the eight positions (Alumni Secretary, Purchasing Agent, and Director of Library) to 1 percent higher for Director of Development. In 2-year institutions differences between adjusted and unadjusted average salaries varied from 8 percent lower for Chief Student Personnel Officer to 2 percent higher for Chief Business Officer, in public institutions; and from 6 percent lower for Director of Library to 1 percent lower for President, in private institutions.

Adjusted and Unadjusted Salaries of Academic Deans and Faculty

As shown in table 20, differences between adjusted and unadjusted average salaries of academic deans and faculty personnel seem to be

Table 19.--Comparison of unadjusted[1/] and adjusted[1/] average salaries (11-12 months) for selected administrative positions, by institutional type and control: Contiguous States, 1961-62

Type of institution, by control	Unadjusted Data 2/		Data from sample of nonrespondents		Adjusted (estimated) average salary	Adjustment factor (Ratio of adjusted to unadjusted salaries)
	Number of institutions reporting data	Average salary	Number of institutions reporting data	Average salary		
	A. President					
Total.....	1,141	$14,667	77	$13,357	$14,165	.97
4-year.....	827	15,833	51	14,561	15,226	.96
2-year.....	314	11,595	26	10,996	11,379	.98
Public, total.....	493	15,619	28	13,532	15,049	.96
4-year.....	289	17,856	12	15,787	17,188	.96
2-year.....	204	12,450	16	11,841	12,208	.98
Private, total....	648	13,943	49	13,257	13,553	.97
4-year.....	538	14,747	39	14,184	14,292	.97
2-year.....	110	10,010	10	9,643	9,918	.99
	B. Director of Development					
Total.....	436	$10,488	27	$11,453	$10,585	1.01
4-year.....	415	10,599	24	11,899	10,743	1.01
2-year.....	21	8,290	3	7,892	8,153	.98
Public, total.....	50	12,085	2	9,495	11,985	.99
4-year.....	50	12,085	2	9,495	11,985	.99
2-year.....	0		0			
Private, total....	365	10,396	25	11,610	10,433	1.00
4-year.....	344	10,525	22	12,118	10,598	1.01
2-year.....	21	8,290	3	7,892	8,153	.98
	C. Director of Public Relations					
Total.....	621	$8,157	40	$7,584	$7,947	.97
4-year.....	559	8,308	34	7,879	8,116	.98
2-year.....	62	6,800	6	5,913	6,524	.96
Public, total.....	199	9,490	10	7,740	9,204	.97
4-year.....	171	9,829	8	8,237	9,572	.97
2-year.....	28	7,420	2	5,750	7,049	.95
Private, total....	422	7,528	30	7,532	7,390	.98
4-year.....	388	7,637	26	7,769	7,511	.98
2-year.....	34	6,290	4	5,994	6,138	.98
	D. Alumni Secretary					
Total.....	484	$7,301	31	$6,737	$6,983	.96
4-year.....	432	7,436	29	6,961	7,106	.96
2-year.....	52	6,174	2	3,500	5,922	.96
Public, total.....	131	8,634	7	8,223	8,252	.96
4-year.....	103	8,964	6	8,927	8,598	.96
2-year.....	28	7,420	1	4,000	7,049	.95
Private, total....	353	6,806	24	6,304	6,536	.96
4-year.....	329	6,958	23	6,448	6,671	.96
2-year.....	24	4,720	1	3,000	4,474	.95

See footnotes at end of table.

Table 19.--Comparison of unadjusted[1/] and adjusted[1/] average salaries (11-12 months) for selected administrative positions, by institutional type and control: Contiguous States, 1961-62--continued

Type of institution, by control	Unadjusted Data 2/		Data from sample of nonrespondents		Adjusted (estimated) average salary	Adjustment factor (Ratio of adjusted to unadjusted salaries)
	Number of institutions reporting data	Average salary	Number of institutions reporting data	Average salary		
	E. Chief Business Officer					
Total.....	1,052	$9,800	64	$9,005	$9,518	.97
4-year.....	863	10,240	49	9,423	9,912	.97
2-year.....	189	7,789	15	7,641	7,763	1.00
Public, total.....	386	10,693	19	10,554	10,557	.99
4-year.....	282	11,568	11	11,650	11,389	.99
2-year.....	104	8,320	8	9,048	8,487	1.02
Private, total....	666	9,283	45	8,351	8,957	.97
4-year.....	581	9,596	38	8,778	9,260	.97
2-year.....	85	7,140	7	6,034	6,882	.96
	F. Purchasing Agent					
Total.....	328	$7,662	18	$7,225	$7,480	.98
4-year.....	307	7,714	16	7,221	7,529	.98
2-year.....	21	6,908	2	7,255	6,807	.99
Public, total.....	159	8,010	6	8,418	8,023	1.00
4-year.....	149	8,052	5	8,374	8,061	1.00
2-year.....	10	7,390	1	8,635	7,479	1.01
Private, total....	169	7,335	12	6,629	7,063	.96
4-year.....	158	7,395	11	6,697	7,118	.96
2-year.....	11	6,470	1	5,875	6,314	.98
	G. Director of Library					
Total.....	835	$8,418	70	$6,800	$7,915	.94
4-year.....	723	8,705	49	7,028	8,220	.94
2-year.....	112	6,566	21	6,269	6,343	.97
Public, total.....	325	10,380	24	8,317	9,813	.95
4-year.....	254	11,258	12	9,135	10,751	.96
2-year.....	71	7,240	12	7,499	7,200	.99
Private, total....	510	7,168	46	6,008	6,804	.95
4-year.....	469	7,323	37	6,344	7,005	.96
2-year.....	41	5,400	9	4,629	5,058	.94
	H. Chief Student Personnel Officer					
Total.....	769	$8,847	50	$8,183	$8,475	.96
4-year.....	631	8,975	34	8,826	8,667	.97
2-year.....	138	8,258	16	6,815	7,610	.92
Public, total.....	326	9,861	20	8,932	9,243	.94
4-year.....	238	10,061	10	10,582	9,539	.95
2-year.....	88	9,320	10	7,281	8,526	.92
Private, total....	443	8,100	30	7,683	7,921	.98
4-year.....	393	8,317	24	8,094	8,156	.98
2-year.....	50	6,390	6	6,037	6,282	.98

1/ Unadjusted data represent those obtained from the original respondents to the survey questionnaire; adjusted data utilize, in addition, the information received from a random sample of nonrespondents.
2/ For a breakdown of the number of institutions in the universe and the number of institutions that responded, see table 20. In addition, the distribution of respondents by 11-12 month, 9-10 month, and "no full-time position" categories appears in appendix A.

Table 20.--Comparison of unadjusted [1] and adjusted [1] average salaries for academic deans and faculty, by institutional type and control: Contiguous States, 1961-62

Type of institution, by control	Unadjusted data					Data from sample of nonrespondents					Adjusted (estimated) average salary	Adjustment factor (Ratio of adjusted to unadjusted salaries)
	No. of institutions in universe	No. of institutions responding [2]	No. of institutions reporting data	No. of individuals concerned	Average salary	No. of institutions in sample	No. of institutions responding	No. of institutions reporting data	No. of individuals concerned	Average salary		
	A. Academic deans on 11-12 month contracts											
Total.....	1,964	1,486	698	1,487	$12,539	105	97	69	128	$11,420	$11,984	.95
4-year.....	1,417	1,105	550	1,297	13,036	69	66	46	97	11,862	12,576	.97
2-year.....	547	381	148	190	9,136	36	31	23	31	10,069	8,901	.98
Public, total..	680	533	298	801	13,875	34	30	26	54	12,943	13,495	.97
4-year.....	353	302	218	695	14,427	13	12	12	33	13,633	14,368	1.00
2-year.....	327	231	80	106	10,256	21	18	14	21	11,860	9,931	.97
Private, total.	1,284	953	400	686	10,979	71	67	43	74	10,322	10,481	.96
4-year.....	1,064	803	332	602	11,433	56	54	34	64	10,950	10,938	.96
2-year.....	220	150	68	84	7,723	15	13	9	10	6,309	7,291	.94
	B. Professors on 9-10 month contracts											
Total.....	1,417	1,105	730	19,533	$10,316	69	66	51	1,081	$9,168	$10,081	.98
Public.....	353	302	264	11,576	10,653	13	12	12	437	9,504	10,465	.98
Private.....	1,064	803	466	7,957	9,826	56	54	39	644	9,695	9,586	.98
	C. Associate professors on 9-10 month contracts											
Total.....	1,417	1,105	753	19,468	$7,980	69	66	51	1,009	$8,086	$7,899	.99
Public.....	353	302	270	12,176	8,286	13	12	12	467	8,180	8,203	.99
Private.....	1,064	803	483	7,292	7,467	56	54	39	542	7,972	7,426	1.00
	D. Assistant professors on 9-10 month contracts											
Total.....	1,417	1,105	778	25,799	$6,745	69	66	50	1,335	$6,733	$6,663	.99
Public.....	353	302	274	16,523	6,989	13	12	12	598	6,959	6,932	.99
Private.....	1,064	803	504	9,276	6,310	56	54	38	737	6,549	6,241	.99
	E. Instructors on 9-10 month contracts											
Total.....	1,417	1,105	770	15,958	$5,581	69	66	52	1,124	$5,401	$5,493	.98
Public.....	353	302	273	9,662	5,740	13	12	12	473	5,603	5,720	1.00
Private.....	1,064	803	497	6,296	5,336	56	54	40	651	5,254	5,201	.98
	F. All faculty on 9-10 month contracts [3]											
Total.....	1,964	1,486	1,107	91,398	$7,580	105	97	84	5,609	$7,269	$7,400	.98
4-year.....	1,417	1,105	800	80,885	7,676	69	66	57	4,599	7,365	7,495	.98
2-year.....	547	381	307	10,513	6,840	36	31	27	1,010	6,832	6,730	.98
Public, total..	680	533	485	58,666	7,809	34	30	30	2,758	7,488	7,715	.99
4-year.....	353	302	276	50,064	7,912	13	12	12	1,975	7,494	7,819	.99
2-year.....	327	231	209	8,602	7,210	21	18	18	783	7,472	7,173	1.00
Private, total.	1,284	953	622	32,732	7,168	71	67	54	2,851	7,057	6,906	.96
4-year.....	1,064	803	524	30,821	7,292	56	54	45	2,624	7,268	7,038	.97
2-year.....	220	150	98	1,911	5,175	15	13	9	227	4,623	5,007	.97

1/ Unadjusted data represent those obtained from the original respondents to the survey questionnaire; adjusted data utilize, in addition, the information received from a random sample of the nonrespondents.

2/ In addition to the institutions that reported data for the positions in this table, respondents include institutions which reported 9-10 month data for academic deans or 11-12 month data for faculty, and institutions whose data pertained to graduate, professional, and medical personnel only.

3/ The numbers of faculty for 4-year institutions do not necessarily add up to the total for all faculty because a few 4-year institutions reported data for all faculty only without breaking them down by ranks.

minimal. For all institutions, the adjusted average salary of academic deans was 5 percent lower than the unadjusted ($11,984 vs $12,539). In public 4-year institutions there was hardly any difference in adjusted and unadjusted average salaries of academic deans ($14,368 vs $14,427). The adjusted average salary of academic deans in private 4-year institutions was 4 percent lower than the unadjusted ($10,938 vs $11,433). In 2-year institutions, the adjusted average salary of academic deans was 3 percent lower than the unadjusted for those in public institutions ($9,931 vs $10,256) and 6 percent lower for those in private institutions ($7,291 vs $7,723).

A comparison of adjusted and unadjusted average salaries of all faculty on 9-10-month contracts reveals that the adjusted average was 2 percent lower than the unadjusted ($7,400 vs $7,580). For all faculty in 4-year institutions (public and private combined), as well as for all faculty in 2-year institutions (public and private combined), the difference between adjusted and unadjusted average salaries was the same as for all institutions combined, 2 percent. Among public institutions the adjusted salaries were 1 percent lower than the unadjusted in 4-year types ($7,819 vs $7,912) and about the same in 2-year types ($7,173 vs $7,210), but in private institutions adjusted average salaries were 3 percent lower for both 4-year ($7,038 vs $7,292) and 2-year ($5,007 vs $5,175) types. An examination of differences in average adjusted and unadjusted salaries by faculty rank reveals that for the four ranks adjusted averages were, at the most, 2 percent lower than the unadjusted average salaries of faculty personnel.

Interpretation of Adjusted and Unadjusted Salaries

On the basis of comparison of adjusted, or derived, data with the unadjusted data from the original respondents, it may be concluded that: (1) Average unadjusted salaries of academic deans on 11-12-month contracts and faculty personnel on 9-10-month contracts did not appear to differ to any great extent from the adjusted salary averages. Generally, however, unadjusted faculty salaries were about 2 percent higher than adjusted salaries. Unadjusted salaries of academic deans were, on the average, 3 to 4 percent higher than the adjusted. Whether these small differences may be attributed to chance, or whether they may be attributed to the characteristics of the nonrespondents, is not ascertainable. Institutions in the nonrespondent group were somewhat smaller in size and had a higher proportional representation of junior colleges and theological schools than the respondent group. Inasmuch as there is a high degree of correlation between size of institution and size of average salary, the small differences between adjusted and unadjusted average salaries of academic deans and faculty personnel could have been expected. By utilizing the adjustment factor, which is the ratio of the adjusted to unadjusted average salaries, unadjusted salary data in the text can be corrected. However, in four instances there were no differences (adjustment factor = 1.00) between adjusted and unadjusted average salaries of academic deans and faculty. (2) The differences between the adjusted and unadjusted average salaries of the eight administrator positions were larger than those for academic deans and faculty. The differences ranged from 8 percent lower to 2 percent higher in the position categories. This wider range in differences between adjusted and unadjusted administrator salaries may well be attributed to the small number of personnel involved in many of the position categories. Some of the administrator positions were not represented in either the unadjusted data group or the adjusted data group. Inasmuch as institutions that had such administrator positions on 11-12-month contracts (full-time) reported data for single individuals in these positions, perforce the number of persons in any one position can, at the most, equal the number of reporting institutions. Another factor that accounts, in part, for the wider range between adjusted and unadjusted average salaries of administrators as compared to those of academic deans and faculty is that in the administrative group there are eight items, or positions, whereas in the academic deans and faculty group there are only six items. As was indicated for academic deans and faculty, it cannot be ascertained whether these small differences are attributable to chance or to the characteristics of the nonrespondent group. A similar high correlation between size of institution and size of salaries exists for administrators as exists for academic deans and faculty. The fact that the nonrespondent group included a somewhat higher proportion of small junior colleges and theological schools than did the original respond-

ent group, and thus a considerably lower representation in seven of the eight administrator positions (presidents excepted), may well account for the differences in adjusted and unadjusted average salaries. Inasmuch as (with few exceptions) the differences between adjusted and unadjusted administrator salaries were 5 percent or less, it may be concluded that the unadjusted average salaries for the eight administrator positions, although somewhat higher, were not markedly higher than the adjusted ones.

Appendix A. Analysis of Response Categories for Selected Administrative Positions Included in Higher Education Salaries: Contiguous States, 1961-62

Position and response category	Public						Private						
	Universities	Liberal arts colleges	Teachers colleges	Technological schools	Other professional	Junior colleges	Universities	Liberal arts colleges	Teachers colleges	Technological schools	Theological schools	Other professional	Junior colleges
Number of institutions	84	89	154	19	7	327	59	669	31	24	169	112	220
Number of respondents	80	76	123	18	5	231	53	520	21	19	114	76	150
Response rate	95.2	85.4	79.9	94.7	71.4	70.6	89.8	77.7	1/67.7	79.2	1/67.5	1/67.9	1/68.2
President													
11-12 month[2/]	76	72	119	17	5	204	23	358	9	14	81	53	110
Administrative Assistant to President													
11-12 month	57	31	44	7	2	43	26	114	3	9	15	20	29
9-10 month	0	1	0	0	0	1	0	4	0	0	0	0	0
No full-time	23	44	79	11	3	187	27	402	18	10	99	56	121
Executive Dean or Academic Vice President													
11-12 month	64	28	33	5	0	36	26	85	4	8	16	9	20
9-10 month	0	0	0	0	0	1	0	1	0	0	0	0	0
No full-time	16	48	90	13	5	194	27	434	17	11	98	67	130
Director of Institutional Research													
11-12 month	28	4	13	3	0	14	7	17	0	4	3	4	5
9-10 month	1	0	1	0	0	2	0	2	0	0	0	0	0
No full-time	51	72	109	15	5	215	46	501	21	15	111	72	145
Director of Development (fund-raising)													
11-12 month	39	3	6	1	1	0	38	248	2	11	28	17	21
9-10 month	0	0	0	0	0	0	0	2	0	0	0	1	0
No full-time	41	73	117	17	4	231	15	270	19	8	86	58	129
Director of Planning (physical plant)													
11-12 month	36	11	9	6	0	4	24	19	1	6	1	2	6
9-10 month	0	2	0	0	0	0	0	0	0	0	0	0	0
No full-time	44	63	114	12	5	227	29	501	20	13	113	74	144
Director of Public Relations													
11-12 month	61	42	55	11	2	28	39	286	6	13	22	22	34
9-10 month	0	8	7	5	0	8	0	9	0	0	5	2	5
No full-time	19	26	61	2	3	195	14	225	15	6	87	52	111
Alumni Secretary													
11-12 month	61	17	20	4	1	2	38	249	3	11	10	18	24
9-10 month	0	1	1	0	0	1	0	8	0	0	1	1	3
No full-time	19	58	102	14	4	228	15	263	18	8	103	57	123
Director of Nonacademic Personnel													
11-12 month	51	15	7	4	2	4	25	21	1	7	6	4	1
9-10 month	0	1	0	0	0	2	0	0	0	0	0	0	0
No full-time	29	66	116	14	3	225	28	499	20	12	103	72	149
Chief Business Officer													
11-12 month	78	72	110	17	5	104	41	384	11	16	69	60	85
9-10 month	0	1	0	0	0	4	0	1	0	0	1	0	2
No full-time	2	3	13	1	0	123	12	135	10	3	44	16	63
Chief Accounting Officer													
11-12 month	74	53	62	10	3	26	36	247	4	11	22	24	32
9-10 month	0	0	1	0	0	1	0	1	0	0	1	0	0
No full-time	6	23	60	8	2	204	17	272	17	8	91	52	118
Purchasing Agent													
11-12 month	70	38	30	8	3	10	40	83	2	10	3	15	11
9-10 month	0	1	1	0	0	0	0	0	0	0	0	0	0
No full-time	10	37	92	10	2	221	13	437	19	9	111	61	139
Superintendent of Buildings and Grounds													
11-12 month	75	67	104	13	4	75	42	353	7	16	52	42	64
9-10 month	0	1	0	1	0	1	0	1	0	0	0	0	3
No full-time	5	8	19	4	1	155	11	166	14	3	62	34	83
Director of Student Union													
11-12 month	68	29	45	2	0	12	20	65	1	5	0	1	3
9-10 month	0	1	6	0	0	7	0	8	0	0	0	0	2
No full-time	12	46	72	16	5	212	33	447	20	14	114	75	143

1 See footnotes at end of table.

Appendix A. Analysis of Response Categories for Selected Administrative Positions Included in Higher Education Salaries: Contiguous States, 1961-62--continued

Position and response category	Public						Private						
	Universities	Liberal arts colleges	Teachers colleges	Technological schools	Other professional	Junior colleges	Universities	Liberal arts colleges	Teachers colleges	Technological schools	Theological schools	Other professional	Junior colleges
Manager of Residence Halls													
11-12 month	62	20	40	6	2	4	27	69	2	11	7	8	11
9-10 month	0	1	7	0	0	3	0	14	0	0	3	4	4
No full-time	18	55	76	12	3	224	26	437	19	8	104	64	135
Director of Food Services													
11-12 month	56	49	64	8	2	17	26	198	4	6	17	9	27
9-10 month	0	4	4	1	0	33	0	39	1	0	17	4	23
No full-time	24	23	55	9	3	181	27	283	16	13	80	63	100
Bookstore Manager													
11-12 month	61	53	63	6	4	45	37	216	6	11	16	23	23
9-10 month	0	2	1	1	0	13	0	25	0	[illegible]	0	2	9
No full-time	19	21	59	11	1	173	16	279	15	8	98	51	118
Director of Library													
11-12 month	75	65	86	12	0	71	42	305	6	13	56	47	41
9-10 month	1	8	21	0	1	74	0	45	0	1	6	2	39
No full-time	4	3	16	6	4	86	11	170	15	5	52	27	70
Director of Admissions													
11-12 month	76	69	105	13	4	113	44	371	9	17	50	51	78
9-10 month	1	2	5	1	0	12	0	7	0	0	1	0	6
No full-time	3	5	13	4	1	106	9	142	12	2	63	25	66
Registrar													
11-12 month	39	30	45	6	2	19	38	241	7	12	5	22	29
9-10 month	0	1	2	0	0	3	0	2	0	0	3	0	1
No full-time	41	45	76	12	3	209	15	277	14	7	106	54	120
Director of Student Health													
11-12 month	67	37	46	6	0	4	31	76	4	5	2	5	10
9-10 month	3	3	10	0	0	11	1	51	0	1	4	2	18
No full-time	10	36	67	12	5	216	21	393	17	13	108	69	122
Chief Student Personnel Officer													
11-12 month	76	69	99	10	2	88	41	280	8	15	33	16	50
9-10 month	3	2	13	0	0	25	0	50	1	0	5	0	21
No full-time	1	5	11	8	3	118	12	190	12	4	76	60	79
Dean of Men													
11-12 month	46	37	35	0	1	21	22	70	1	4	1	3	2
9-10 month	1	0	12	0	0	4	0	12	0	0	3	0	6
No full-time	33	39	76	18	4	206	31	438	20	15	110	73	142
Dean of Women													
11-12 month	63	44	65	2	1	26	26	142	1	2	13	3	10
9-10 month	2	3	19	0	0	1[1]	1	37	0	0	5	0	11
No full-time	15	29	39	16	4	190	26	341	20	17	96	73	129

1/ Although the response rate for these institutions is sufficiently high to warrant publication of data, the reader is cautioned that the data from these institutions are not as representative as the data from institutions with response rates of 70 percent and over.
2/ Salary data for president, or chief administrative officer, requested for those on 11-12 month contracts only.

Appendix B. Transmittal Letter, Questionnaire Form

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON 25, D. C.

July 3, 1961

To the Business Officer:

Enclosed are the Office of Education's data-gathering forms for the fifth annual survey of higher education salaries, tuition, room, board, and current construction data. As in past years, the Office has had the counsel and direction of an advisory committee appointed by the National Federation of College and University Business Officers Associations.

You will notice that some changes have been made in Schedule 4., TUITION AND REQUIRED FEES, ROOM, AND BOARD RATES. This year, in addition to costs, we are requesting information on the number of students for which your institution will provide room and board accommodations. Permission is also requested to publish your institution's tuition and fees, room, and board rates. As you know, compilations of data often do not provide the same usefulness as data reported by institutions. To enable institutions to make direct comparisons of tuition, room, and board figures, it is proposed that these data be carried in the Appendix of the next publication. Should you object to this listing of your institution's tuition, room, and board data, please indicate your objection at the appropriate place at the bottom of Schedule 4. No institutional salary data will be printed in any way to identify the institution. The following is an illustration of the proposed listing:

Xandra College: Tuition and Fees - $600; Room - $156; Board - $358.

Since these forms are prepared for all institutions -- including the most complex -- some of the salary schedules may not be applicable to your institution. Only the pertinent schedules should be filled out. If your institution has not yet set its salary scales for 1961-62, please send us the other schedules for which information is now available and forward the salary schedules at the earliest date the 1961-62 figures have been set.

If any item needs clarification, if you wish further directions concerning the project, or if you need an additional set of forms, please let me know.

Sincerely yours,

W. Robert Bokelman

W. Robert Bokelman, Chief
Business Administration Section
Division of Higher Education

Enclosures (3)

HIGHER EDUCATION PLANNING AND MANAGEMENT DATA, 1961-62

The Business Manager	This report includes branches located at:	This report excludes branches located at:
	_____	_____
	_____	_____
	_____	_____
	_____	_____

Information supplied by: _____ (name) _____ (title) _____ (date)

GENERAL INFORMATION

The information requested should be available from your 1961-62 salary contracts, from your 1961-62 schedule of tuition, fees, room, and board, from the plant fund records, and from your knowledge of existing institutional practices.

Two sets of forms are enclosed--one is a working copy for your files, the other is to be completed and returned to this office. By using the addressed label for returning the forms, no postage will be needed.

1. SCHEDULES 1a, 1b, 2a, 2b, and 2-MED: These five schedules are concerned with contracted salaries of deans and full-time faculty members of all colleges. Do not report faculty members who are employed on a part-time basis or for less than the full academic year, or their salaries. Also, exclude faculty members who contribute their services. In each of these schedules you are requested to report the number and contract salaries of staff members who are presently under contract. Report the salary of each person in only one schedule.

Schedule 1a is to be used to report on your liberal arts and other undergraduate college deans and faculty members employed 9-10 months, and Schedule 1b is for those employed 11-12 months.

Schedule 2a is to be used to report on the deans and faculty of your professional (including engineering and pharmacy) colleges and of your graduate colleges maintaining separate faculties from your undergraduate colleges employed 9-10 months. Schedule 2b is for those of the same colleges employed 11-12 months. Separate copies of Schedules 2a and 2b should be used for each college. Please let us know if you need additional copies of Schedules 2a and 2b.

Schedule 2-MED is to be used for reporting on deans and full-time faculty members of your medical college.

2. SCHEDULE 3: Report the 1961-62 contract salaries to be paid administrative officers and other listed personnel, differentiating between those employed 9-10 months and those employed 11-12 months. As in the case of deans and faculty members, do not report administrators or other designated personnel who are employed on a part-time basis or for less than the full academic year, or their salaries. Also, exclude those who contribute their services.

3. SCHEDULE 4: Report the requested information about your institution's tuition and fee charges, room rates, and board rates. Public institutions are requested to report tuition and fees for both resident (in-State or in-district) and nonresident (out-of-State or out-of-district) students when separate rates are applicable to nonresident students. Room rates and board rates should be reported separately, even though they may be assessed as a combined charge.

4. SCHEDULE 5: Report information about buildings completed from July 1, 1960, through June 30, 1961.

PLEASE RETURN THE COMPLETED SCHEDULES BEFORE August 15, 1961

SCHEDULE 1a. CONTRACT SALARIES OF DEANS AND FULL-TIME FACULTY MEMBERS IN LIBERAL ARTS AND OTHER UNDERGRADUATE COLLEGES

Employed full academic year (9-10 months) 1961-62

1. Report in this schedule the salaries of the deans and full-time faculty members employed 9-10 months in liberal arts, teachers, and other undergraduate colleges who spend all or a major portion of their time in academic activities. Exclude from this schedule--and report in Schedules 2a, 2b, or 2-MED--the salaries of the deans and full-time faculty members who are assigned all or a major portion of their time to a professional college, including medicine (2-MED), dentistry, law, theology, veterinary medicine, and specialized graduate colleges organized with predominantly separate faculties. Although colleges of engineering and pharmacy are also considered to be undergraduate colleges, report the salaries of their deans and full-time faculty members on separate Schedules 2a or 2b.

2. If your institution has no colleges in the categories described above as pertinent to this schedule, check here and proceed to the next schedule . . . . . ☐

3. If all of the faculty in these colleges serve on a contributed service basis, check here and proceed to Schedule 2a . . . . . ☐

4. If you have no full-time faculty in these colleges on a 9-10 month salary basis, check here and proceed to Schedule 1b . . . . . ☐

5. Although a full-time employee is considered to be one who carries a full administrative and/or teaching load, the institutional policy governing full time should govern the inclusion of personnel in Schedule 1a. Exclude salaries of faculty members who contribute services or are employed on a part-time basis or for less than the full academic year (9-10 months).

6. Report in columns #2-5 the number and contract salaries of deans and faculty members who have been employed for 1961-62.

7. Report on line #6 summary data for the four faculty ranks, lines #2-5.

8. If your institution does not have academic faculty ranks, report the salary figures for all faculty members on line #7.

9. If you have no paid dean or paid faculty under contract at a certain rank, put a zero in column 2, "Number included," opposite the position or rank.

Rank	Number included	Highest salary	Lowest salary	Mean 1/ salary
1	2	3	4	5
1. Deans of colleges 2/		$	$	$
2. Professors				
3. Associate professors				
4. Assistant professors				
5. Instructors				
6. Four faculty ranks, lines #2-5				
7. No rank, excluding deans				

1/ The mean (arithmetic mean or average) should be determined by adding the individual salaries in the particular rank and dividing by their number.

2/ Include in this schedule academic deans only--not administrative deans such as deans of admission, deans of students, etc. Salaries of administrators, including administrative deans, should be reported only in Schedule 3, page 9.

SCHEDULE 1b. CONTRACT SALARIES OF DEANS AND FULL-TIME FACULTY MEMBERS IN LIBERAL ARTS AND OTHER UNDERGRADUATE COLLEGES

Employed full fiscal year (11-12 months) 1961-62

1. Report in this schedule the salaries of the deans and full-time faculty members employed 11-12 months in liberal arts, teachers, and other undergraduate colleges who spend all or a major portion of their time in academic activities. Exclude from this schedule--and report in Schedules 2a, 2b, or 2-MED--the salaries of the deans and full-time faculty members who are assigned all or a major portion of their time to a professional college, including medicine (2-MED), dentistry, law, theology, veterinary medicine, and specialized graduate colleges organized with predominantly separate faculties. Although colleges of engineering and pharmacy are also considered to be undergraduate colleges, report the salaries of their deans and full-time faculty members on separate Schedules 2a or 2b.

2. If your institution has no colleges in the categories described above as pertinent to this schedule, check here and proceed to the next schedule . . . . . ☐

3. If <u>all</u> of the faculty in these colleges serve on a contributed service basis, check here and proceed to Schedule 2a . . . . . ☐

4. If you have no full-time faculty in these colleges on an 11-12 month salary basis, check here and proceed to Schedule 2a . . . . . ☐

5. Although a full-time employee is considered to be one who carries a full administrative and/or teaching load, the institutional policy governing full time should govern the inclusion of personnel in Schedule 1b. Exclude salaries of faculty members who contribute services or are employed on a part-time basis or for less than the full fiscal year (11-12 months).

6. Report in columns #2-5 the number and contract salaries of deans and faculty members who have been employed for 1961-62.

7. Report on line #6 summary data for the four faculty ranks, lines #2-5.

8. If your institution does not have academic faculty ranks, report the salary figures for all faculty members on line #7.

9. If you have no paid dean or paid faculty under contract at a certain rank, put a zero in column 2, "Number included," opposite the position or rank.

Rank	Number included	Highest salary	Lowest salary	Mean 1/ salary
1	2	3	4	5
1. Deans of colleges 2/		$	$	$
2. Professors				
3. Associate professors				
4. Assistant professors				
5. Instructors				
6. Four faculty ranks, lines #2-5				
7. No rank, excluding deans				

1/ The mean (arithmetic mean or average) should be determined by adding the individual salaries in the particular rank and dividing by their number.

2/ Include in this schedule academic deans only--not administrative deans such as deans of admission, deans of students, etc. Salaries of administrators, including administrative deans, should be reported only in Schedule 3, page 9.

SCHEDULE 2a. CONTRACT SALARIES OF DEANS AND FULL-TIME FACULTY MEMBERS IN PROFESSIONAL COLLEGES AND SPECIFIED UNDERGRADUATE AND GRADUATE COLLEGES

Employed full academic year (9-10 months) 1961-62

1. Report on separate copies of this schedule the salaries of the dean and faculty members employed 9-10 months of each professional college in your institution, including dentistry, law, theology, veterinary medicine, and of each graduate college maintaining a separate faculty from the undergraduate colleges. Also, report the salaries of deans and full-time faculty members of colleges of engineering and pharmacy on separate Schedules 2a, even though they are considered to be undergraduate colleges. (Report salaries of deans and full-time faculty members of the medical college in Schedule 2-MED.)

2. If your institution has no colleges in the categories described above as pertinent to this schedule, check here and proceed to the next schedule . . . . . ☐

3. If all of the faculty in these colleges serve on a contributed service basis, check here and proceed to Schedule 2-MED . . . . . ☐

4. If all of the faculty in some of these colleges serve on a contributed service basis but the faculty at other colleges serve on a salary basis, check here and fill in the schedules below for the latter group. . . . . ☐

5. If you have no full-time faculty in these colleges on a 9-10 month salary basis, check here and proceed to Schedule 2b . . . . . ☐

6. Use a separate Schedule 2a for each college.

7. Although a full-time employee is considered to be one who carries a full administrative and/or teaching load, the institutional policy governing full-time interpretation should govern the inclusion of personnel in Schedule 2a. In general, however, it is suggested that faculty members should be excluded who spend a substantial portion of their time in remunerative activities outside their teaching duties or whose salaries have been reduced because of outside activities. Exclude salaries of faculty members who contribute services or are employed on a part-time basis or for less than the full academic year (9-10 months).

8. Report in columns #2-5 the number and contract salaries of deans and faculty members who have been employed for 1961-62.

9. Report on line #6 summary data for the four faculty ranks, lines #2-5.

10. If your institution does not have academic faculty ranks, report the salary figures for all faculty members on line #7.

11. If you have no paid dean or paid faculty under contract at a certain rank, put a zero in column 2, "Number included," opposite the position or rank.

Type of college (law, engineering, etc.)

Rank	Number included	Highest salary	Lowest salary	Mean 1/ salary
1	2	3	4	5
1. Dean of college 2/		$	$	$
2. Professors				
3. Associate professors				
4. Assistant professors				
5. Instructors				
6. Four faculty ranks, lines #2-5				
7. No rank, excluding dean				

1/ The mean (arithmetic mean or average) should be determined by adding the individual salaries in the particular rank and dividing by their number.

2/ Include in this schedule academic deans only--not administrative deans such as deans of admission, deans of students, etc. Salaries of administrators, including administrative deans, should be reported only in Schedule 3, page 9.

SCHEDULE 2b. CONTRACT SALARIES OF DEANS AND FULL-TIME FACULTY MEMBERS IN PROFESSIONAL COLLEGES AND SPECIFIED UNDERGRADUATE AND GRADUATE COLLEGES

Employed full fiscal year (11-12 months) 1961-62

1. Report on separate copies of this schedule the salaries of the dean and faculty members employed 11-12 months of each professional college in your institution, including dentistry, law, theology, veterinary medicine, and of each graduate college maintaining a separate faculty from the undergraduate colleges. Also, report the salaries of deans and full-time faculty members of colleges of engineering and pharmacy on separate Schedules 2b, even though they are considered to be undergraduate colleges. (Report salaries of deans and full-time faculty members of the medical college in Schedule 2-MED.)

2. If your institution has no colleges in the categories described above as pertinent to this schedule, check here and proceed to the next schedule . . . . . ☐

3. If all of the faculty in these colleges serve on a contributed service basis, check here and proceed to Schedule 2-MED . . . . . ☐

4. If all of the faculty in some of these colleges serve on a contributed service basis but the faculty at other colleges serve on a salary basis, check here and fill in the schedules below for the latter group. . . . . ☐

5. If you have no full-time faculty in these colleges on an 11-12 month salary basis, check here and proceed to Schedule 2-MED. . . . . ☐

6. Use a separate Schedule 2b for each college.

7. Although a full-time employee is considered to be one who carries a full administrative and/or teaching load, the institutional policy governing full-time interpretation should govern the inclusion of personnel in Schedule 2b. In general, however, it is suggested that faculty members should be excluded who spend a substantial portion of their time in remunerative activities outside their teaching duties or whose salaries have been reduced because of outside activities. Exclude salaries of faculty members who contribute services or are employed on a part-time basis or for less than the full fiscal year (11-12 months).

8. Report in columns #2-5 the number and contract salaries of deans and faculty members who have been employed for 1961-62.

9. Report on line #6 summary data for the four faculty ranks, lines #2-5.

10. If your institution does not have academic faculty ranks, report the salary figures for all faculty members on line #7.

11. If you have no paid dean or paid faculty under contract at a certain rank, put a zero in column 2, "Number included," opposite the position or rank.

Type of college (law, engineering, etc.) _____

Rank	Number included	Highest salary	Lowest salary	Mean 1/ salary
1	2	3	4	5
1. Dean of college 2/		$	$	$
2. Professors				
3. Associate professors				
4. Assistant professors				
5. Instructors				
6. Four faculty ranks, lines #2-5				
7. No rank, excluding dean				

1/ The mean (arithmetic mean or average) should be determined by adding the individual salaries in the particular rank and dividing by their number.

2/ Include in this schedule academic deans only--not administrative deans such as deans of admission, deans of students, etc. Salaries of administrators, including administrative deans, should be reported only in Schedule 3, page 9.

SCHEDULE 2-MED. CONTRACT SALARIES OF DEANS AND FULL-TIME FACULTY MEMBERS IN PRECLINICAL AND CLINICAL DEPARTMENTS OF MEDICAL COLLEGE

Academic or fiscal year 1961-62

1. Report separately on this sheet the salaries of full-time medical college faculty members in preclinical (such as microbiology, biochemistry, pharmacology, physiology, and anatomy) and clinical (such as gynecology, obstetrics, pathology, surgery, and medicine) departments according to length of contract service--academic year (9-10 months) or fiscal year (11-12 months)--as noted below. Report in columns #2-5 the number and contract salaries of deans and faculty members who have been employed for 1961-62.

2. If your institution does not have a medical college, check here and proceed to Schedule 3. . . . . ☐

3. If you have no medical college faculty on a 9-10 month basis, put zeros in column 2, "Number included," in those sections of the schedule. Do the same in case you have no faculty on an 11-12 month basis.

4. Report on line #5 summary data for the four faculty ranks, lines #1-4.

5. If your institution does not have academic faculty ranks, report the salary figures for all full-time faculty members on line #6.

6. If you have no paid dean or paid faculty under contract at a certain rank, put a zero in column 2, "Number included," opposite the position or rank.

Rank	Number included	Highest salary	Lowest salary	Mean salary
1	2	3	4	5
Dean (9-10 months)		$	$	$
Dean (11-12 months)				
Preclinical faculty--9-10 months				
1. Professors				
2. Associate professors				
3. Assistant professors				
4. Instructors				
5. Four faculty ranks, lines #1-4				
6. No rank, excluding dean				
Preclinical faculty--11-12 months				
1. Professors				
2. Associate professors				
3. Assistant professors				
4. Instructors				
5. Four faculty ranks, lines #1-4				
6. No rank, excluding dean				
Clinical faculty--9-10 months				
1. Professors				
2. Associate professors				
3. Assistant professors				
4. Instructors				
5. Four faculty ranks, lines #1-4				
6. No rank, excluding dean				
Clinical faculty--11-12 months				
1. Professors				
2. Associate professors				
3. Assistant professors				
4. Instructors				
5. Four faculty ranks, lines #1-4				
6. No rank, excluding dean				

SCHEDULE 3. CONTRACT SALARIES OF FULL-TIME ADMINISTRATIVE OFFICERS AND OF OTHER PERSONNEL, 1961-62

1. Report the salaries of these positions or the equivalent positions found at your institution. Since titles are not uniform in higher education, consider the services performed rather than the specific title description. If a title is used for more than one position (e.g., two or more registrars in different colleges), report the highest salary associated with that title. Exclude salaries of personnel who contribute services or are employed on a part-time basis or for less than the full academic year.

2. If a person has duties falling under more than one title, report the full salary opposite the title which requires his major effort or responsibility. Report the salary of one person in only one place.

3. For each of the positions, #2-24, please check in the proper column to indicate whether the person is employed 9-10 months or 11-12 months. If you do not have a full-time person in the position, check in the no full-time position column.

	9-10 months	11-12 months	No full-time position	Salary
1. President (or chief administrative officer if different title is used)				$
2. Administrative assistant to the president				
3. Academic vice-president				
4. Director or coordinator of institutional studies (exclude persons associated solely with contract research)				
5. Director of development (fund-raising)				
6. Director of planning (physical plant)				
7. Director of public relations				
8. Alumni secretary				
9. Director of nonacademic personnel				
10. Chief business officer				
11. Chief accounting officer				
12. Purchasing agent				
13. Superintendent of buildings and grounds				
14. Director of student union				
15. Manager of residence halls				
16. Director of food services				
17. Bookstore manager				
18. Director of library				
19. Director of admissions				
20. Registrar				
21. Director of student health				
22. Chief student personnel officer				
23. Dean of men				
24. Dean of women				

SCHEDULE 4. TUITION AND REQUIRED FEES, ROOM, AND BOARD RATES FOR FULL ACADEMIC YEAR (2 semesters or 3 quarters), 1961-62

A. LUMP SUM CHARGE: If your institution has a single charge for tuition and required fees, room, and board for undergraduate students, report the charge here . . . . . $_____
(Please also apportion this sum among the specific items, tuition, room, and board in Sections B, C, and D below.)

B. TUITION AND REQUIRED FEES: What will be the approximate charge for tuition and required fees for the typical (usual) undergraduate full-time student for the full 1961-62 academic year of 2 semesters or 3 quarters? Exclude voluntary fees for student activities, intercollegiate activities, etc., as well as charges for board and room.

Report as "resident" tuition and required fees the amount charged a student who is a resident of the State, district, or local unit of government which controls the institution. Report as "nonresident" tuition and required fees the amount charged a student who is a nonresident of the State, district, or local unit of government which controls the institution.

Item	Private institution	Public institution		
		Resident	Nonresident	
			Out-of-State	Out-of-district
Tuition and required fees	$	$	$	$

C. ROOM RATES: What will be the scheduled charge paid by the typical student sharing a double room in permanent (not temporary) facilities for the full 1961-62 academic year of 2 semesters or 3 quarters? What is your estimate of the number of single students who will live in institutional housing and pay room charges? If your institution has a combined charge for room and board, please apportion the sum between Sections C and D on a "best estimate" basis.

Item	Men	Women
Room charge	$	$
Number of students		

D. BOARD RATES: What will be the charge for board paid by the typical student who has contracted to eat in institutional dining halls for the full 1961-62 academic year of 2 semesters or 3 quarters? What is your estimate of the number of students who will pay scheduled board charges? If your institution has a combined charge for room and board, please apportion the sum between Sections C and D on a "best estimate" basis.

Item	Men			Women		
	5-day week	6-day week	7-day week	5-day week	6-day week	7-day week
Charge for board	$	$	$	$	$	$
Number of students						

With reference to publising your institution's tuition, room, and board data in the Appendix of HIGHER EDUCATION PLANNING AND MANAGEMENT DATA, 1961-62, . . . we approve_____
disapprove_____

SCHEDULE 5. BUILDINGS COMPLETED BETWEEN July 1, 1960, and June 30, 1961

1. Report in this schedule information pertinent to buildings completed between July 1, 1960, and June 30, 1961. Detailed instructions, including codes, appear on the following pages, 12 and 13.

2. Spaces are provided for reporting 5 buildings in the schedule. Please let us know if additional copies of this schedule are needed.

1	2	3	4	5	6	7	8	9
Date of completion		New or rehabilitated (Circle 1 or 2)	Function		Total gross square feet	Total construction cost of building 1/	Source of funds and amount	
Month	Year		Primary (Code)	Secondary (Code)			Source (Code)	Amount
1.		New . . . . 1 Rehab . . . 2				$	a. b. c.	$
2.		New . . . . 1 Rehab . . . 2				$	a. b. c.	$
3.		New . . . . 1 Rehab . . . 2				$	a. b. c.	$
4.		New . . . . 1 Rehab . . . 2				$	a. b. c.	$
5.		New . . . . 1 Rehab . . . 2				$	a. b. c.	$

1/ Items a, b, and c reported in column 9 should equal total construction cost of building reported in column 7.

HIGHER EDUCATION PLANNING AND MANAGEMENT DATA, 1961-62

Detailed Instructions, SCHEDULE 5

1 DATE OF COMPLETION-MONTH: Write in this box the number of the month in which the building was completed; e.g., January, write in #1; February, write in #2; July, #7; etc.

2 DATE OF COMPLETION-YEAR: Write in this box the year the building was completed, either 1960 or 1961.

3 New or rehabilitated. Circle #1 if this is a new building. Circle #2 if this is an older building that has been rehabilitated.

4-5 PRIMARY AND SECONDARY FUNCTIONS: Use one of the categories listed below to indicate a building's primary function in column #4. Place in the column the number of the description which most closely identifies the building. If the building serves more than one function, place in column #5 the number of the description which most closely identifies its secondary function. If a building serves approximately equally three or more basic functions, it should be designated as "multipurpose" (#79) in column #4.

Instructional facilities

10--Educational laboratory (demonstration school)
11--Fieldhouse
12--Gymnasium
13--Home management laboratory house
14--Instructional (academic or classroom)
15--Library
16--Museum
17--Instructional laboratories
18--Swimming pool
19--Teaching hospital
20--Other instructional

Research facilities

30--Agriculture
31--Astronomy
32--Biological
33--Chemistry
34--Mathematics and statistics
35--Physics
36--Other physical sciences
37--Social sciences
38--Dentistry
39--Engineering
40--Medicine

Residential facilities

50--Faculty apartments
51--Faculty and staff houses
52--Fraternity and sorority houses
53--Hotel-type accommodations
54--Married student apartments
55--Men's residence hall

Residential facilities (continued)

56--Women's residence hall
57--President's home
58--Residence hall with separate units for men and for women
59--Other residential

Auxiliary facilities

60--College union or student center
61--Food facilities
62--Infirmary (student health)
63--Other auxiliary enterprises building: bookstore, printing shop, etc.

General facilities

70--Administration building
71--Armory
72--Auditorium
73--Chapel
74--Extension service and experiment station
75--Faculty club and facilities
76--Garage (vehicle storage)
77--Hospital (nonteaching)
78--Maintenance (shops, stores, and services)
79--Multipurpose
80--Office building
81--Stadium
82--Theater
83--Power and heating plant
84--Warehouse
85--Other general

6 TOTAL GROSS SPACE: Write in the gross square footage in this building. The total (gross area) square feet of a building is the sum of the areas at each floor level included within the principal outside faces of exterior walls, neglecting architectural setbacks or projections. Include all stories or areas which have floor surfaces with clear standing headroom (6'6" minimum) that will be used or can be adapted to use for some aspect of the institution's program. (Do not report the areas of such capital additions as parking lots.)

7 TOTAL CONSTRUCTION COST OF BUILDING: In schedule 5, report the actual construction cost, including architect's fee, as it was added to the asset, "Invested in Plant--Buildings." Do not include the cost of equipment or furnishings, unless built-in.

8 SOURCE OF FUNDS: Use one or more of the codes of the categories listed below to indicate the source or sources of money for constructing this building. Provision has been made to indicate three sources for each building. Please report the source by inserting the appropriate code number in column #8.

Code	Source
	Governmental appropriations
1	State government
2	Local government
3	Federal government
	Direct tax levy
4	State government
5	Local government
	General obligation bonds
6	Local government
7	State government
8	State authority
9	Institutional
	Revenue bonds
10	Revenue bonds, other than from the College Housing Loan Program (HHFA)
11	College Housing Loan Program (HHFA)
	Other
12	Gifts and grants
13	Current funds
14	Investment of or borrowed from endowment funds
15	Investment of or borrowed from other college funds
16	Borrowed from private or commercial sources outside the institution
17	Other (not specified above)

9 AMOUNT FROM EACH: In column #9, write in the amount received from each of the sources coded in column #8.

Appendix C. Transmittal Letter, Abbreviated Questionnaire Form

DEPARTMENT OF
HEALTH, EDUCATION, AND WELFARE
OFFICE OF EDUCATION
WASHINGTON 25, D. C.

November 9, 1961

To the President:

As you undoubtedly know, the Higher Education Planning and Management Data reports have provided college and university presidents, board members, and administrative officials with useful salary and student expense data for the past 4 years. The responses to the 1961-62 study have been in line with those of previous years. However, in order for us to establish a higher degree of reliability for this year's study we are very much in need of information from institutions that have not yet responded.

To facilitate the reporting of data for this phase of the study, we have condensed the 13-page questionnaire (mailed to your institution in July) to 2 pages. In the event that your business manager, or other staff member, is in the process of completing the original 13-page form, we would prefer his completing it and returning it to us. On the other hand, if the original form has been misplaced, we would appreciate receiving your institution's data on the attached abbreviated form. A postage-paid addressed envelope is enclosed for your use.

May we look for a response from your institution soon? We would like to complete this phase of the report by December 1.

Thank you for your cooperation.

Sincerely yours,

W. Robert Bokelman

W. Robert Bokelman, Chief
Business Administration Section
Division of Higher Education

Enclosure

S | N | C | T

Budget Bureau No. 51-R256.4
Approval expires 12-31-61

HIGHER EDUCATION PLANNING AND MANAGEMENT DATA, 1961-62
Abbreviated Form

1. Report in Schedule 1a the salaries of academic deans employed 11-12 months and full-time faculty members employed 9-10 months.

2. Report in Schedule 3 the salaries paid to selected full-time administrators employed 11-12 months. If a person has duties falling under more than one title, report his salary opposite the title which requires his major effect or responsibility.

3. Exclude salaries of deans, faculty members, or administrators who contribute services or are employed on a part-time basis. Record the salary of a person in only one place.

4. Report only salary amounts specified in the annual contracts; exclude monetary values of fringe benefits.

Schedule 1a. DEANS (11-12 months) AND FACULTY MEMBERS EMPLOYED FULL ACADEMIC YEAR (9-10 months) 1961-62

Rank	Data for personnel under contract			
	Number included	Highest salary	Lowest salary	Mean salary
1	2	3	4	5
1. Deans (11-12 months)		$	$	$
2. Professors (9-10 months)				
3. Associate professors (9-10 months)				
4. Assistant professors (9-10 months)				
5. Instructors (9-10 months)				
6. All faculty ranks combined, excluding deans (9-10 months)				

Schedule 3. SALARIES OF ADMINISTRATORS EMPLOYED FULL FISCAL YEAR (11-12 months) 1961-62

Position	Salary	Position	Salary
1. President (or chief administrative officer)	$	5. Chief business officer	$
2. Director of development		6. Purchasing agent	
3. Director of public relations		7. Director of library	
4. Alumni secretary		8. Chief student personnel officer	

Schedule 4. TUITION AND FEES, ROOM, AND BOARD RATES FOR FULL ACADEMIC YEAR (2 semesters or 3 quarters), 1961-62

Report as "resident" tuition and required fees the amount charged a student who has legal residence within the State and as "out-of-State" tuition and required fees the amount charged a student who is not a legal resident of the State.

Tuition and required fees	Private institutions	Public institutions	
		Resident	Out-of-State
	$	$	$

Room and board rates and number of students accommodated: What will be the scheduled charges paid by the typical student sharing a double room for the fall 1961-62 academic year? How many single students will your institution accommodate in 1961-62? What will be the charge paid by the typical student who has contracted to eat on a 7-day week basis in institutional dining halls for the 1961-62 academic year? How many students will your institution board on a 7-day week basis during 1961-62?

	Room		7-day week board	
	Charge	Number	Charge	Number
Men	$		$	
Women	$		$	

Schedule 5. BUILDINGS COMPLETED BETWEEN JULY 1, 1960 and JUNE 30, 1961

	Date of completion		Function	Total gross square feet	Construction cost	Source(s) of funds and amount from each	
	Month	Year				Amount	Source
1.					$	1. $	
						2.	
						3.	
2.					$	1. $	
						2.	
						3.	
3.					$	1. $	
						2.	
						3.	

Date of completion: Indicate month and year.

Function: Indicate primary function; e.g., instructional, library, married student apartments, men's dormitory, women's dormitory, student union, food facilities, etc.

Total gross feet: Report the gross square footage in the building.

Construction cost: Report actual construction cost, including architect's fee, but excluding cost of equipment, furnishings, etc.

Source(s) of Funds: Indicate the source(s) of funds for constructing the building and the amount obtained from each source, if more than one source was used; e.g., government appropriation, tax levy, obligation bonds, revenue bonds, HHFA loan, gifts, etc.

* U.S. GOVERNMENT PRINTING OFFICE : 1962 O—647847

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